

July 8, 2022

**REPORT OF AN INTERNAL INVESTIGATION OF
OFFICER MICHAEL ERACLEO**

I. Procedural History

This investigation involves three different complainants. First, former Acton-Boxborough Regional High School (“ABHS”) student [REDACTED] A [REDACTED] alleges that Ofc. Michael Eracleo exposed himself to her while the two were in the high school’s School Resource Officer (“SRO”) office. This allegation was previously investigated by the Acton Police Department (“APD”) in 2020 and was determined to be “unfounded.” (Exhibit 24) [REDACTED] A [REDACTED] has since re-alleged this incident by making verbal complaints to APD officers and through her social media postings. (Exhibit 10) She did not, however, file a written complaint or agree to an interview with this investigator. Second, Acton resident [REDACTED] B [REDACTED] filed multiple written complaints against Ofc. Eracleo, in which she makes serious allegations, including rape and fraud. [REDACTED] B [REDACTED], however, [REDACTED]. It is also alleged that [REDACTED] B [REDACTED] sent Ofc. Eracleo cash and gift cards in the amount of \$3,600 that he accepted in violation of the Town’s conflict of interest policy. Lastly, APD [REDACTED] C [REDACTED] filed written complaints to Chief Richard Burrows alleging that Ofc. Eracleo violated the sexual harassment policy by engaging in inappropriate conversations in the workplace. This investigation considers all the aforementioned issues.

II. Witnesses Interviewed¹

1. [REDACTED] C [REDACTED]
2. Lt. Douglas Sturniolo
3. Sgt. Keith Campbell
4. Sgt. Christopher Hodges
5. Sgt. Scott Krug

¹ [REDACTED] A [REDACTED]’s refusal to cooperate with this investigation is documented in Exhibits 4A and 4B.

6. [REDACTED] B
7. Michael Eracleo

III. Exhibits Reviewed

1. March 22, 2022 Amended Notice of Charges
2. Memo from Sgt. Hodges to Lt. Lawton re: [REDACTED] A's allegations at traffic stop dated 3.6.22
3. Statement of Rights and Responsibilities dated 3.12.22
4. Emails between Regina Ryan and [REDACTED] A (4A); March 27, 2022 text exchange between Regina Ryan and [REDACTED] A (4B)
5. [REDACTED] C memo re: Ofc. Eracleo dated 3.18.22
6. Deputy Chief Cogan memo re: [REDACTED] C interview dated 3.21.22
7. [REDACTED] C memo re: Ofc. Eracleo dated 2.10.22
8. [REDACTED] C memo re: [REDACTED] B dated 2.16.22
9. Citizen Complaint of [REDACTED] B dated 2.28.22
10. [REDACTED] A's social media postings from *Turtleboy*
11. Memo from Ofc. Brown re: [REDACTED] B sexual assault kit at Lowell General dated 3.3.22
12. Lt. Sturniolo memo re: [REDACTED] B Complaint dated 3.8.22
13. [REDACTED] A's Instagram messages
14. Email from Sgt. Campbell to the APD re: new resident, [REDACTED] A, dated 5.15.19
15. Incident Report re: Red Raven incident dated 1.28.22 et seq.
16. Emails between [REDACTED] A and Sgt. Campbell re: officer improprieties dated 1.29.22
17. Memo from Sgt. Campbell to Lt. Sturniolo re: 3.11.22 traffic stop
18. Screenshots of [REDACTED] B's cell phone
19. Emails between [REDACTED] A and Sgt. Campbell re: 3.11.22 traffic stop dated 3.12.22
20. Incident Report re: 3.6.22 traffic stop
21. Memo from Sgt. Hodges to Lt. Lawton re: traffic stop dated 3.12.22
22. Memo from Lt. Sturniolo re: [REDACTED] B Complaint dated 3.18.22

23. [REDACTED] B [REDACTED] s second Citizen Complaint dated 3.17.22
24. Memo from Sgt. Frederick Rentschler re: 2020 investigation dated 3.3.20
25. Incident Report re: [REDACTED] B [REDACTED] s bag dated 4.22.21
26. Incident Report re: [REDACTED] B [REDACTED] 's allegations against Ofc. Eracleo dated 5.10.21
27. Facebook Friend request from [REDACTED] dated 3.23.22
28. APD lobby video dated 2.15.22
29. Sgt. Krug email to Ofc. Eracleo dated 2.16.22
30. Incident Report re: [REDACTED] B [REDACTED] dated 1.27.22
31. Emails between [REDACTED] C [REDACTED] and Ofc. Eracleo dated 2.7.22 et seq.
32. APD Rules and Regulations
33. Town's Professional Standards of Code of Conduct
34. Conflict of Interest policy
35. Electronic Use policy
36. Ofc. Eracleo receipt of the Electronic Use policy
37. Ofc. Eracleo receipt of the Conflict of Interest policy
38. Ofc. Eracleo poem
39. Voicemails left by [REDACTED] B [REDACTED] on Ofc. Eracleo's work phone

IV. Appendices²

1. Recorded Interview of Lt. Douglas Sturniolo
2. Recorded Interview of Sgt. Keith Campbell
3. Recorded Interview of Sgt. Christopher Hodges
4. Recorded Interview of Sgt. Scott Krug
5. Recorded Interview of [REDACTED] C [REDACTED]
6. Recorded Interview of Ofc. Michael Eracleo

V. The Original Complaints

This investigation concerns complaints made against Ofc. Eracleo by three different women: former ABHS student [REDACTED] A [REDACTED], Acton resident [REDACTED] B [REDACTED], and Town employee [REDACTED] C [REDACTED]. [REDACTED] A [REDACTED] refused to;

² [REDACTED] B [REDACTED] refused to permit this investigator to record her interview.

(1) file a written complaint with the Department, despite being invited to do so, and (2) meet with this investigator. Her complaint is compiled from verbal allegations that she made to APD officers and through her social media postings. As mentioned above, [A] [REDACTED]'s allegation was previously investigated by Sgt. Frederick Rentschler in 2020. Sgt. Rentschler concluded that [A] [REDACTED]'s complaint was "unfounded" after she denied the occurrence and claimed it was "a big misunderstanding." (Exhibit 24)

[B] [REDACTED] filed written complaints against Ofc. Eracleo, in which she makes serious allegations of assault, rape, and fraud. (Exhibits 9 and 23) [B] [REDACTED], however, [REDACTED]. It is also alleged that [B] [REDACTED] sent Ofc. Eracleo cash and gift cards in the amount of \$3,600 that he accepted in violation of the Town's conflict of interest policy.

Lastly, [C] [REDACTED] filed written complaints to Chief Burrows alleging that Ofc. Eracleo violated the sexual harassment policy of the Town and the Department. (Exhibits 5 and 7)

A. The [A] [REDACTED] Complaint

On January 28, 2022, Sgt. Campbell responded to a call at the Red Raven restaurant where [A] [REDACTED] was "disorientated, and her story was constantly changing about what happened." [A] [REDACTED] was in the bathroom of the Red Raven, and it appeared she had thrown up in the stall. She was mumbling and partially clothed. [A] [REDACTED] was taken to Emerson Hospital, where she alleged that she had possibly been drugged by a man she met at a dog park. However, she refused to submit to a drug test, and the cause of her insobriety was never determined. (Exhibit 15)

[A] [REDACTED] expressed frustration that the officers were not listening to her and threatened to "go public" with information about the APD. She did not provide any specific information at the time but indicated that she had been holding onto the information for two years. Sgt. Campbell sent her an Acton Police Citizen Complaint Form, which she refused to complete, saying that she did not trust the APD and was instead going to the FBI. (Exhibits 15 and 16) In her email, [A] [REDACTED] cryptically accused Sgt. Campbell of knowing "the entire time about what mike [sic] did in your office and what Tyler was doing the whole time and also didn't say or do anything so you are just as guilty my friend." (*Id.*) Sgt. Campbell reported this to Lt. Sturniolo.

On March 6, 2022, after being pulled over for speeding, [REDACTED] A [REDACTED] reported to Sgt. Hodges that “Detective Eracleo pulled out his dick in front of me in the [SRO] office at ABHS.” She also made a second allegation of sexual impropriety against another officer in the Department.³ (Exhibit 2) Sgt. Hodges reported that the traffic stop was contentious, and the patrol officer had requested that he respond to the scene. [REDACTED] A [REDACTED] refused to accept the citation, although she never denied that she was speeding and alleged that all the Acton police officers were “dirty” and covered for each other. Her commotion was loud enough for a neighbor to become concerned. When Sgt. Hodges dropped the citation through her open car window, [REDACTED] A [REDACTED] tossed it out. She later drove to the APD requesting a copy of the citation she had “lost.” Sgt. Hodges reported this incident to Lt. Lawton in a memo separate from the incident report. (Exhibit 2)

On March 11, 2022, Sgt. Campbell responded to another moving violation involving [REDACTED] A [REDACTED], where she alleged that “she is being targeted by the Acton Police because she made a complaint about Officers Eracleo and Russell.” She began getting very loud and yelled that the APD were doing nothing to help her. She interrupted Sgt. Campbell when asked questions about her complaints. He reported the following: “she said when she was seventeen, while a student at the high school, she was in the SRO office at the high school with Officer Eracleo when he exposed his genitals to her. She said that after exposing himself to her, he told her he had to leave to ‘take care of this’ pointing to his genitals. She then said that he walked across the hall to the nurses [sic] office...I advised her that her reports were currently being investigated and that she should provide any specific details to those investigating the situation. I advised her that I would notify my supervisors as well. She then yelled that it was all going online and to not underestimate the power of social media. She then drove away east on Great Rd.” (Exhibit 17)

Later that day, [REDACTED] A [REDACTED] posted the following on her social media account: “When I was 17 years old attending Acton Boxborough high school, Mike Eracleo who the second photo (has 2 daughters btw) thought it would be funny to touch himself in Keith Campbells [sic] office at school. He grabbed his private parts and put it on the table

³ This second allegation is addressed in a separate investigative report.

I was sitting at, looked me dead in the eye and said ‘I have to go take care of this.’ Then proceeded to walk into the nurses [sic] bathroom to do who knows what.” She also wrote: “When Mike grabbed his dick and put it on the table a teacher ended up quitting. I lied and covered for them because I was scared.” (Exhibits 10)

Approximately two years earlier, on February 26, 2020, Sgt. Campbell was told by ABHS staff member [REDACTED] that [REDACTED] A [REDACTED] had reported the same alleged incident involving Ofc. Eracleo. Sgt. Rentschler was assigned to investigate and met with [REDACTED], [REDACTED] A [REDACTED], and Ofc. Eracleo. [REDACTED] relayed [REDACTED] A [REDACTED]’s story: Ofc. Eracleo stood up from the desk and touched his pelvic area, from which [REDACTED] A [REDACTED] could see an erection. Ofc. Eracleo then rubbed his erection on the outside of his pants. After seeing this, [REDACTED] A [REDACTED] felt uncomfortable, left the office, and went home from school sick. [REDACTED] also stated that Ofc. Eracleo and [REDACTED] A [REDACTED] regularly converse via social media, which was not appropriate in her opinion. However, [REDACTED] A [REDACTED] did not corroborate this story. She reported that “[t]his is all a big misunderstanding” and that “nothing happened.” Based upon her retraction and Ofc. Eracleo’s denial, Sgt. Rentschler concluded that [REDACTED] A [REDACTED]’s complaint was “unfounded.” (Exhibit 24) This report considers whether Ofc. Eracleo committed the alleged act and, separately, whether he violated policy by communicating with [REDACTED] A [REDACTED] via social media.

B. The [REDACTED] B [REDACTED] Complaint

On February 28, 2022, and March 17, 2022, resident [REDACTED] B [REDACTED] filed citizen complaints against Ofc. Eracleo. (Exhibits 9 and 23) She alleges that Ofc. Eracleo committed violent crimes against her, and she gave Ofc. Eracleo \$3,600 in cash and gift cards that he admittedly spent. It should be noted that [REDACTED] B [REDACTED] [REDACTED]. This report considers whether Ofc. Eracleo committed the alleged violent crimes and, separately, whether he violated the conflict-of-interest policy by accepting and/or not reporting the gifts.

B. The [REDACTED] C [REDACTED] Complaint

On February 10, 2022, and March 18, 2022, the APD [REDACTED], [REDACTED] C [REDACTED], reported to Chief Richard Burrows that Ofc. Eracleo

had engaged in inappropriate sexual conversations at work. (Exhibits 5 and 7) Both [C] [REDACTED] and Ofc. Eracleo were interviewed regarding these alleged conversations.

VI. A Statement of the Allegations Made by the Complainant or Witnesses

1. Summary of the interview of [B] [REDACTED] and her two written complaints

On May 13, 2022, [B] [REDACTED] was interviewed. She would not agree to the interview being recorded but agreed to tell the truth. [B] [REDACTED] reports that she first met Ofc. Eracleo on April 22, 2021, when her purse was stolen.⁴ [B] [REDACTED] reports that “Ofc. Eracleo is bad and should be in jail.” [B] [REDACTED] also alleges that Ofc. Eracleo raped her in her apartment in Acton. [B] [REDACTED] further alleges that Ofc. Eracleo requested money from her because he was “desperate.” Wanting to help him, [B] [REDACTED] sent him \$3,600 in cash and gift cards between September 2021 and December 2021. The money was sent to his home. She correctly recited his home address as [REDACTED] [REDACTED] Road in Westford. She reports that she would put the gift cards and/or money in cards or stationery, write him a note (“Bless you,” “Merry Christmas,” “cheer up,” etc.)⁵, sign her name and include her return address on the envelope. [B] [REDACTED] further reports that Ofc. Eracleo tried to get her to take out loans for him in her name because he needed money and “takes advantage of the vulnerable.” [B] [REDACTED] explains that [REDACTED] [REDACTED] and Ofc. Eracleo knows this and took advantage of her.

[B] [REDACTED] also alleges that Ofc. Eracleo killed APD Ofc. LaRoche, but she has no evidence to support this aside from the fact that Ofc. LaRoche’s death was suspicious.⁶

In her citizen complaints, [B] [REDACTED] alleges the following: Ofc. Eracleo threatened to murder her, got people from Lowell to rape her, that he was being compensated for the rapes, tried to scare and intimidate her at the Ace Hardware Store in Lowell with a German Shepard, and that he and another APD officer tried to kidnap her

⁴ An APD incident report for April 22, 2021, confirms that [B] [REDACTED] interacted with Ofc. Eracleo on this date. (Exhibit 25)

⁵ During this same time period, [B] [REDACTED] left voicemails on Ofc. Eracleo’s APD phone with similar messages. (Exhibits 32 and 33)

⁶ On May 21, 2021, [B] [REDACTED] made similar allegations to Sgt. Howe, including that Ofc. Eracleo murdered Ofc. LaRoche, wanted to put a bullet in her head, broke into her apartment, stole her medication, raped her, and killed four people in Concord. (Exhibit 26)

and videotaped her being raped. She further alleges that he committed identity theft and hacked her phone, Gmail, Facebook, and Google accounts. (Exhibits 9 and 23)

2. Summary of interview of Lt. Douglas Sturniolo

Lt. Sturniolo reports that he first learned of [REDACTED] A [REDACTED]'s allegations against Ofc. Eracleo when he was notified by Sgt. Rentschler on February 26, 2020. He explains that the original allegation was brought forward by a counselor at ABHS, [REDACTED], and told to the SRO, Ofc. Keith Campbell, who then reported it to Sgt. Rentschler. [REDACTED] [REDACTED] alleged that Ofc. Eracleo, the family services detective at the time, "touched himself," and engaged in other inappropriate sexual conduct in the SRO office while [REDACTED] A [REDACTED] was present. After conducting interviews at the school, Sergeant Rentschler sent Lt. Sturniolo an interview summary on March 3, 2020, that Lt. Sturniolo then sent to Deputy Chief James Cogan. (Exhibit 24) Sergeant Rentschler found the allegations to be "unfounded," and Lt. Sturniolo reports he had no reason to doubt this assessment. [REDACTED] A [REDACTED] and Ofc. Eracleo both denied the allegations advanced by [REDACTED]. Further, he has heard that [REDACTED] left the District for reasons related to this incident.

Lt. Sturniolo explains that [REDACTED] A [REDACTED] was already "well known" to the Department. Ofc. Campbell had been notified by the police in another town that [REDACTED] A [REDACTED] was moving to Acton and "had a history." (Exhibit 14) Furthermore, [REDACTED] A [REDACTED] had extensive interactions with the APD in her first weeks in Acton. Lt. Sturniolo was not aware that [REDACTED] A [REDACTED] and Ofc. Eracleo communicated by text at the time of Sgt. Rentschler's report.

Regarding [REDACTED] C [REDACTED], the Department's [REDACTED], Lt. Sturniolo explains that he works closely with Ofc. Eracleo and [REDACTED] C [REDACTED] because he oversees the family services unit to which they are assigned, although he is not their direct superior. In hindsight, Lt. Sturniolo thinks he could "sense a power struggle" between Ofc. Eracleo and [REDACTED] C [REDACTED], relating to how their duties should be assigned and how [REDACTED] C [REDACTED]'s hiring would affect Ofc. Eracleo's position. On February 10, 2022, [REDACTED] C [REDACTED] met with Lt. Sturniolo and Deputy Chief Cogan to report two major concerns about Ofc. Eracleo. (Exhibit 7) Her concerns were as follows; (1) Ofc. Eracleo frequently challenged her position by saying, "Don't come in here and take my duties" and statements of that kind, and (2) Ofc. Eracleo told

█████ C █████ that █████ A █████ would send him nude photos, and he told her “not to send nude pictures, but in a bathing suit is okay.”⁷ Despite these interactions, █████ C █████ expressed that she did not want Lt. Sturniolo and Deputy Chief Cogan to get involved; she preferred to speak with Ofc. Eracleo herself to alleviate the tension between them. Lt. Sturniolo found █████ C █████ very credible.

On February 15, 2022, Lt. Sturniolo met with Ofc. Eracleo. Lt. Sturniolo spoke to Ofc. Eracleo about a schedule change to minimize the overlap between his hours and [REDACTED]'s hours in order to increase mental health coverage. Lt. Sturniolo did not speak to Ofc. Eracleo about [REDACTED] A's other allegations. Sometime later, [REDACTED] C [REDACTED] approached Lt. Sturniolo and told him that there was additional information she wanted to document. [REDACTED] C then drafted a report dated March 18, 2022, in which she claimed that Ofc. Eracleo made sexual comments to her, one relating to "post-nut syndrome," and asked intrusive questions about her sexual activity while at the Department's Jail Diversion Program office. (Exhibit 5) Lt. Sturniolo reviewed the March 18th report and has "checked in" with [REDACTED] C since then. However, this was the extent of his conversations with [REDACTED] C about Ofc. Eracleo.⁸

Finally, regarding [REDACTED] B [REDACTED], Lt. Sturniolo reports that the incidents surrounding [REDACTED] B [REDACTED] started on February 15, 2022, the same day he met with Ofc. Eracleo about the schedule change. On that day, [REDACTED] B [REDACTED] came into the Department's lobby and made various allegations concerning sexual assault. Lt. Sturniolo briefly saw Ofc. Eracleo with [REDACTED] B [REDACTED] in the lobby; he does not remember any yelling.⁹ Lt. Sturniolo's reaction to this situation was conflicted, because on the one hand, she had already made allegations against Ofc. Eracleo,¹⁰ but on the other hand, Ofc. Eracleo was best equipped to deal with [REDACTED] B [REDACTED] because of [REDACTED] [REDACTED].

⁷ The topic of [REDACTED] A [REDACTED]'s nude photos was broached when [REDACTED] and Ofc. Eracleo were disputing who should follow up with [REDACTED] A [REDACTED] after the Red Raven incident.

⁸ Lt. Sturniolo is aware that someone acting as [REDACTED] sent [REDACTED] a Facebook friend request; he thought this was “strange.” (Exhibit 27)

⁹ A video of [REDACTED] B and Ofc. Eracleo interacting in the lobby is attached as Exhibit 28. She appears agitated when communicating with Ofc. Eracleo. Also, they met next to the door to the room where the Command Staff was meeting in.

¹⁰ Lt. Sturniolo thinks that [REDACTED] B [REDACTED]'s phone calls containing sexual assault allegations began before February 15, 2022. These calls started as general accusations but eventually mentioned Ofc. Eracleo by name. Nevertheless, Lt. Sturniolo believes that the only direct accusation of rape against Ofc. Eracleo is contained in [REDACTED] B [REDACTED]'s written statements.

During his meeting later that day with Ofc. Eracleo, Ofc. Eracleo informed Lt. Sturniolo that [REDACTED] B [REDACTED] had been asking him for money. Then, Ofc. Eracleo asked Lt. Sturniolo, “do you think [REDACTED] B [REDACTED] sent me money?” Lt. Sturniolo was confused by the question because he had no prior knowledge of Ofc. Eracleo receiving gifts from [REDACTED] B [REDACTED]. Ofc. Eracleo eventually explained that he had received gift cards and/or money from an anonymous person who identified herself as “[REDACTED].” When Lt. Sturniolo questioned whether the gifts were from [REDACTED] B [REDACTED], Ofc. Eracleo stated that “they could be from any [REDACTED] in town.” Lt. Sturniolo then asked Ofc. Eracleo for the total value of the gifts he had received and what he had done with them. Ofc. Eracleo admitted that the gifts totaled more than fifty dollars (“some of them are \$100”) and that he spent them because “they could’ve been from a friend.” When asked if he had told anybody, Ofc. Eracleo claimed that he had informed Sgt. Scott Krug about the gifts. Lt. Sturniolo reports that he was “shocked” by this conversation. Lt. Sturniolo later found out from Sgt. Krug that Ofc. Eracleo had only reported to him that someone put twenty dollars in his mailbox, so Sgt. Krug had thought nothing of it.¹¹ After the February 15th meeting, Lt. Sturniolo asked Sgt. Krug to tell Ofc. Eracleo that he should not be in contact with [REDACTED] B [REDACTED] and any future communications that she sent him should be reported to the command staff. Soon thereafter, Ofc. Eracleo began forwarding voicemails from [REDACTED] B [REDACTED] to the command staff. Lt. Sturniolo reported this matter to Deputy Chief Cogan. (Exhibit 12)

Starting on February 16, 2022, Lt. Sturniolo visited [REDACTED] B [REDACTED]’s residence with [REDACTED] C [REDACTED] several times. Over the course of the meetings, Lt. Sturniolo learned that [REDACTED] B [REDACTED] had made allegations that “people were coming into her apartment and raping her,” and that someone was wrecking her credit score. She also asserted that she sent Ofc. Eracleo money and gift cards totaling \$3,600, and she sent the cards to an address in Westford. Lt. Sturniolo later verified that the address was indeed Ofc. Eracleo’s home. [REDACTED] B [REDACTED] senselessly switched between two competing sentiments, saying that “I want [Ofc. Eracleo] behind bars,” and “I don’t want anything to happen to him.” (Exhibit 12)

¹¹ Lt. Sturniolo found Sergeant Krug’s report credible.

Lt. Sturniolo reports that it was difficult to get [B] to answer any follow-up questions or provide receipts or proof of her fraud claims. He explains that [B] is very paranoid and would only show him and [C] a series of emails on her phone, which [B] eventually let [C] photograph. (Exhibit 18) However, Lt. Sturniolo acknowledges that there was “not much substance” in the emails; a lot of them seemed like sweepstakes notifications. Nevertheless, Lt. Sturniolo does remember seeing Ofc. Eracleo’s wife’s name [] on some emails, and he remains unsure of how [B] knew her. He speculates that Ofc. Eracleo could have mentioned her name to [B] at some point. Regarding [B]’s credibility, Lt. Sturniolo states this is a “hard question.” Lt. Sturniolo believes that there is some truth to what she is saying because he can verify some of her claims from independent information. However, he thinks the more serious allegations can be attributed to []. He does not believe that the emails on [B]’s phone are proof of any criminal activity or fraud. Lt. Sturniolo will be forwarding information regarding this situation to the Massachusetts State Police. Although [B] claims that she has been working with the State Police and the FBI, the State Police had not been in contact with her when Lt. Sturniolo spoke to them. Lt. Sturniolo does not recall [B] mentioning meeting Ofc. Eracleo in Lowell, nor did he receive the results from [B]’s sexual assault kit from Lowell Hospital.

3. Summary of Sgt. Campbell interview

Sgt. Campbell reports having a professional relationship with Ofc. Eracleo and has worked with him as an SRO since 2014. The SRO office is to the right of the ABHS lobby and has a window with a shade facing the lobby and a door facing the nurse’s office. It is “not very private.” [A] would often come to the SRO office and talk with the SRO, but he was not comfortable when they were alone. She was the kind of person who would create trouble. However, Ofc. Eracleo would sit in the SRO office alone with [A]; he also had her cell phone number. Sgt. Campbell never saw the door to the SRO office closed while Ofc. Eracleo and [A] were in there together.

On May 15, 2019, Sgt. Campbell wrote a memo to the APD staff regarding [A] [REDACTED] when she first moved to town: “[REDACTED] [REDACTED] [REDACTED]. She gets angry very quickly and is prone to escalate the situation. [REDACTED] [REDACTED]. The North Attleboro Sgt I spoke with advised that she made multiple sexual assault allegations against male officers [REDACTED].” (Exhibit 14)

On February 26, 2020, Sgt. Campbell met with [REDACTED] from ABHS concerning the initial report of Ofc. Eracleo’s alleged impropriety in the SRO office.

[REDACTED] reported that [A] [REDACTED] was emotional during class and claimed that Ofc. Eracleo exposed himself and inappropriately touched himself in front of her. The investigation was assigned to Sgt. Rentschler and Sgt. Campbell had no further involvement in the matter. (Exhibit 24)

On January 28, 2022, Sgt. Campbell learned that [A] [REDACTED] was making further allegations against Ofc. Eracleo, when he responded to an incident at the Red Raven restaurant. (Exhibit 15) As part of that incident, [A] [REDACTED] emailed him on January 29, 2022. (Exhibit 16) [A] [REDACTED] reported that she was going to “go public” on social media about how she had been wronged by the APD, but she initially did not give any further information. Sgt. Campbell sent her a complaint form, but she responded that she did not trust the APD and was going to the FBI. (Exhibit 16) She then accused Sgt. Campbell of knowing “the entire time about what mike [sic] did in your office and what Tyler was doing the whole time and also didn’t say or do anything so you are just as guilty my friend.” (*Id.*) He reported the matter to Lt. Sturniolo.

On March 11, 2022, [A] [REDACTED] was stopped by Officer Roderick Wiggins for a traffic violation. She called 911 and demanded to speak to a supervisor. Sgt. Campbell responded to the call. He met with [A] [REDACTED], who was upset about being stopped and cited. As Sgt. Campbell began to explain the appeal process, [A] [REDACTED] interrupted him, claiming that she was “being targeted” by the Acton Police because of her complaints against Officers Eracleo and Russell. She became very loud and said that when she was seventeen, while a student at the high school, Ofc. Eracleo exposed his genitals to her. After exposing himself, he allegedly told her he had to “take care of this,”

pointing to his genitals. He then walked across the hall to the nurse's office. She made allegations against another APD officer and said she would be putting this information on social media. Sgt. Campbell suggested she provide additional details and that he would report this conversation to his supervisors. She then yelled that it was all going on social media and drove away. (Exhibit 17)

Sgt. Campbell reported this conversation to Lt. Sturniolo and was later told that she had indeed posted the allegations on social media. His photo was included in her post. [REDACTED] A [REDACTED] also emailed him about the posting. (Exhibit 19)

Sgt. Campbell reports that when [REDACTED] A [REDACTED] would visit the SRO office, she was "on the line" of making sexual comments, and her appearance and conversation were often provocative. He was overly cautious around her; he did not want to compromise himself, and on the few occasions he drove her home, he would have another staff member with him. Sgt. Campbell shared these concerns with Ofc. Eracleo and Ofc. Russell; he worried about Ofc. Eracleo's communication with [REDACTED] A [REDACTED] via cell phone and told him to be careful. Sgt. Campbell is unaware of a rule against communicating with students via cell phone and never saw any inappropriate behavior between Ofc. Eracleo and [REDACTED] A [REDACTED].

4. Summary of Interview of Sgt. Christopher Hodges

Sgt. Hodges knew of [REDACTED] A [REDACTED]'s reputation when she moved into town because of Sgt. Campbell's email on May 15, 2019. (Exhibit 14) His first interaction with her was on January 1, 2022, when he stopped her after a caller reported that she was driving through town erratically. He gave her a verbal warning, but [REDACTED] A [REDACTED] was argumentative. She asked him if the "other driver" was getting a citation. Sgt. Hodges was aware that she was the woman Sgt. Campbell had described in his email. He also knew she was the one who had made allegations against Officers Eracleo and Russell and that she was involved in some domestic disputes.

On March 6, 2022, Officer Symington pulled over [REDACTED] A [REDACTED], and she requested a supervisor. Sgt. Hodges responded. (Exhibit 20) He describes that [REDACTED] A [REDACTED] was agitated. She believed she was being retaliated against because of the complaints she had made against Officers Eracleo and Russell. Sgt. Hodges did not include this in the incident report, but he wrote a separate memo to Lt. Lawton about her

allegations. He wrote, “[REDACTED] A [REDACTED] then began to yell at me saying that you (APD cops) all cover for each other and we were all dirty. I asked what she was speaking about, and she began to scream that she has all kinds of evidence against two Acton Police Officers and we are doing nothing about it. She screamed that ‘Detective Eracleo pulled out his dick in front of me in the office...’ [s]he then began to scream ‘I was a child, I was a child!’ She then accused all Acton Police Department cops of being pedophiles and covering up for pedophiles.” (Exhibit 2) Sgt. Hodges had heard of the allegations of inappropriate behavior against Officers Eracleo and Russell and understood that they had been investigated and subsequently dismissed.

While interacting with [REDACTED] A [REDACTED], she kept yelling and taking pictures. A resident reportedly came out of her house because of the commotion. [REDACTED] A [REDACTED] threw the citation out the window and drove away. [REDACTED] A [REDACTED] then called dispatch and asked for a copy of the ticket. Sgt. Hodges spoke to her, and she continued yelling that she was being targeted. [REDACTED] A [REDACTED] called back a second time and said she wanted him to listen. She went on to explain her dealings with Officers Eracleo and Russell. When Sgt. Hodges explained that [REDACTED] A [REDACTED] should provide further details, she hung up the phone. (*Id.*)

Sgt. Hodges’ next interaction with [REDACTED] A [REDACTED] was on March 12, 2022. [REDACTED] A [REDACTED] came to the APD, and he and Officer Chris Brown met her in the parking lot. She repeated her allegations and said she was going to report the APD to the FBI and politicians, and they would all be fired. (Exhibit 21)

Sgt. Hodges did not discuss [REDACTED] A [REDACTED]’s allegations directly with Ofc. Eracleo.

5. Summary of interview of Sgt. Scott Krug

Sgt. Krug is Ofc. Eracleo’s supervisor and has been for the past two years. Ofc. Eracleo called him about six months ago and said he received a letter with money in it at his house from someone named [REDACTED]. Sgt. Krug thinks Ofc. Eracleo said the amount was \$20, but “knows” it was under \$50. Ofc. Eracleo explained that it could be [REDACTED] B [REDACTED], another [REDACTED] in town, or a [REDACTED] from his personal life. Sgt. Krug did not think much of the incident based on how it was reported to him.

On February 16, 2022, Sgt. Krug, at the direction of Lt. Sturniolo, sent an email to Ofc. Eracleo stating, “[d]ue to this attached incident and recent attempt in speaking with

you yesterday, you are not to have any contact with [REDACTED] B [REDACTED]. If she attempts to contact you or leaves you a voice message please inform me and forward any messages.” (Exhibit 29)

On February 15, 2022, the APD had a command staff meeting, and when Sgt. Krug left the meeting and entered the lobby of the station, he observed Ofc. Eracleo and [REDACTED] B [REDACTED] talking. [REDACTED] B [REDACTED] was being aggressive. That same day, Lt. Sturniolo asked Sgt. Krug if Ofc. Eracleo ever told him about getting a letter at his residence with money from someone by the name of [REDACTED]. He told Lt. Sturniolo what Ofc. Eracleo had reported to him about the “[REDACTED]” letter.

6. Summary of interview of [REDACTED] C [REDACTED]

[REDACTED] C [REDACTED] began working for the APD in January 2022 and immediately met Ofc. Eracleo. She was the department clinician, and he worked as the Family Officer, so their assignments were aligned. They would split all calls or referrals and follow up.

Their relationship started out “professional,” but he began asking her more personal questions. [REDACTED] C [REDACTED] would give him little bits of personal information, and he would push for more. She reports that Ofc. Eracleo would make inappropriate comments like, “oh, you must be sleeping with certain officers here, or you must have slept with officers here because you've known them.” He would ask about her other relationships and her dating status. She would respond, “like, come on, we're not gonna talk about that.” Ofc. Eracleo told her that he and the former clinician would always talk that way. As a result, [REDACTED] C [REDACTED] did not want to be around him and began to avoid him. She stopped meeting Ofc. Eracleo at the Council on Aging because it was too isolated.

On one occasion, Ofc. Eracleo looked at her and said, “what are your thoughts on post-nut syndrome?” [REDACTED] C [REDACTED] responded by asking, “what are you talking about,” and he repeated the question. She looked at him and again asked, “what are you even talking about?” He went on to share that there is a “theory” that you don't know if you love somebody unless you've “nuttet” in them. [REDACTED] C [REDACTED] explained she had no idea what he was talking about, and she left. (Exhibit 5)

[REDACTED] C [REDACTED] explains that she would get frustrated because Ofc. Eracleo did not do much work and only wanted to sit and talk.

She thinks Ofc. Eracleo knew she was offended and avoiding him because she emailed him on February 9, 2022, asking for updates on referrals, and he emailed back saying something like, "I haven't seen you in a few days, can we connect?" (Exhibit 31)

██████████ C ██████████ reports that an incident took place on January 28, 2022, involving ██████████ A ██████████. It was a Friday evening, and ██████████ A ██████████ made allegations that the people she had met at the Red Raven restaurant were trying to drug her and traffic her for sex. Accordingly, ██████████ C ██████████ concluded that ██████████ A ██████████ could use some support from a clinician and put her on the list of people to follow up with. Later that day, Ofc. Eracleo indicated that the APD had a history with ██████████ A ██████████ and said he would do the follow-up. He then said she had made allegations that he had taken his "dick out and put it on the desk at the school" when he was the school resource officer and had also made allegations about another officer. ██████████ C ██████████ questioned whether Ofc. Eracleo should perform the follow-up, given their history. Ofc. Eracleo responded that he still talks to ██████████ A ██████████ occasionally. ██████████ C ██████████ suggested ██████████ A ██████████ might benefit from speaking to a woman, especially since her allegations involved sex trafficking. Ofc. Eracleo responded that ██████████ A ██████████ texts him and that he would follow up with her. He then shared that ██████████ A ██████████ would send him naked pictures of herself, and he had to tell her not to send naked pictures, but pictures of her in her bikini were okay. ██████████ C ██████████ again said she wanted to do the follow-up call, and he finally relented. The following day, ██████████ C ██████████ was informed that ██████████ A ██████████'s case was being referred to the state police, and the APD could not follow up with her. After this conversation, ██████████ C ██████████ "really distanced" herself from Ofc. Eracleo. She shared this conversation with Lt. Lawton, who told her to report it in writing. (Exhibit 7)

On Wednesday, February 2, 2022, Ofc. Eracleo asked ██████████ C ██████████ if she was going to have enough work and suggested that she should help a town social worker, ██████████ ██████████. ██████████ C ██████████ responded that she was hired as a co-responder, not as a case manager, and did not get an advanced degree or pass the licensing exams to do case management. Ofc. Eracleo insisted that she should be assisting ██████████ ██████████ with paperwork. She found his treatment to be derogatory and thinks he felt threatened that she was encroaching on his job. (Exhibit 7)

§ 87(2)(b) reports Ofc. Eracleo's wife requested to be her Facebook friend on March 23, 2022, the day after Ofc. Eracleo was notified of the charges against him from the APD. (Exhibit 27) The next day the request was gone; § 87(2)(b) never accepted it.

Regarding [REDACTED] B, [REDACTED] C reports that she is well known to the APD [REDACTED]. [REDACTED] B sometimes calls, ranting and raving and making allegations of being gang raped. When she and Lt. Sturniolo met [REDACTED] B at her apartment on February 16, 2022, she was very angry and yelling in the hallway. Initially, [REDACTED] B did not want to let them into her home, but she eventually did. Once in her apartment, [REDACTED] B was very agitated and alleged that Ofc. Eracleo was raping her. Lt. Sturniolo asked if she had been giving Ofc. Eracleo money. She answered affirmatively. She was asked where she sent the money, and she provided an address in Westford that matched Ofc. Eracleo's home address. [REDACTED] B would not say whether she signed her name or had proof of sending the money to Ofc. Eracleo. She then became extremely agitated and said, "you guys need to go," and ushered them out. Shortly after returning to the APD, [REDACTED] B called [REDACTED] C, said she had evidence, and asked that they return to her apartment. While there, [REDACTED] B alleged that Ofc. Eracleo was ruining her credit score and trying to take out loans and credit cards in her name. In addition, she shared some emails on her phone that included Ofc. Eracleo's wife's name. (Exhibit 18)

A few days later, [REDACTED] B again invited [REDACTED] C and Lt. Sturniolo to her apartment. [REDACTED] B stated that she did not want Ofc. Eracleo to go to jail but did want him to be punished. Lt. Sturniolo asked the amount of money that she had given Ofc. Eracleo. She would not tell him directly. Lt. Sturniolo asked if the amount was over \$50, and she immediately stated it's "way over \$50." Eventually, she reported that she gave him \$3,600.

██████████ C ██████████ was present when ██████████ B ██████████ filed her first Citizen Complaint on February 18, 2022, against Ofc. Eracleo. She was surprised that ██████████ B ██████████ never asked a question and diligently wrote the complaint by herself. (Exhibit 9)

7. Summary of voicemails left by [REDACTED] B on Ofc. Eracleo's APD telephone:

- 11/21/21 I won't bother you anymore and I'm sorry I got you in trouble. It's over.
- 12/5/21 Wishing you a good day and I hope things go good today and you're in a good mood. I'll say a prayer for you – be good – talk to you soon. God loves you and don't forget it – you're not alone.
- 12/13/21 Have a real good day – be encouraged you'll get through this. Hang in there. God loves you.
- 12/19/21 I hope you have a real nice Christmas. Cheer up. Hopefully things will get better. God will bless you and you will be happy. God loves you and I hope next year will be a lot better.
- 1/9/22 Want all envelopes mailed back, pronto.
- 1/12/22 Hope you have a real good day cheer up, get your spirits up.
- 1/25/22 Leave me alone or I'm going to the State Police, you asshole.
- 2/3/22 I don't like what happened, send flowers and apologize in person sugar man.
- 2/10/22 Are you trying to ruin my life completely; do you think I am totally stupid?
- 2/10/22 I want to talk to you in person not on a phone that is recorded; you know the address and don't fuck with me.
- 2/10/22 The game is over are you too chicken to see me in person.
- 2/11/22 I need to know what you did with the checks. Suppose to help [REDACTED], how do you look at yourself in the mirror? You should be ashamed of yourself, go ahead call the ambulance you fuckface.
- 2/11/22 Like to talk about a few things; don't want you in more trouble than you already are.
- 2/15/22 You're not my friend anymore; I hope you go to prison. I hope to see you in court someday. Leave me alone; I'm not a whore. Hope you have nightmares the rest of your life.

- 2/17/22 You mess with Indian woman, you messed with the wrong girl. I don't care if the police chief hears this. Hope you go to prison at least 10-15 years.
- 2/17/22 This is [REDACTED] B [REDACTED], I want to talk to you urgent.
- 2/17/22 You're a monster and shame on you. I'm going to own your house someday. Look what you are doing to me. I hope the police chief hears it. You're killing me.
- 2/27/22 You know what you're dealing with--I am one tough cookie.
- 2/27/22 I hope this goes to court; where do you get off pimping me.
- 2/27/22 I met someone the other day that was very nice to me, your no-good you scumbag. Hope he is the father of my child.3/1/22 I told you you didn't have the guts to talk to me.

VII. Any statements made or reports submitted by the department employee under investigation

Ofc. Eracleo was accompanied by his lawyer, Joseph Kittredge. Ofc. Eracleo was hired by the APD in 2005 and has received the Town's policies and procedures. He has served as both an SRO and a Family Services Detective. While he was an SRO, he would occasionally help Sgt. Campbell at the high school. Otherwise, he was primarily assigned to the elementary schools. As a Family Services Detective, his main role is to refer Acton residents to appropriate support services. In addition, he typically reviews incident reports and determines whether there is a possibility to intervene. He has worked with two clinicians before working with [REDACTED] C [REDACTED] and has had good relationships with both. He does acknowledge that he sent poems to the former clinician, but they were meant as a joke, and he would sometimes talk with her about dating. He asserts that their conversations were never sexual.

Ofc. Eracleo has spoken to [REDACTED] C [REDACTED] about her dating life, and she has shared some personal details with him. He also acknowledges that some of their conversations have included sexual topics. He claims she discussed various sex toys and told him she was getting a Brazilian wax. She also disclosed that she wanted to get pregnant within the next 12 months. Nonetheless, he thought that they had a good working relationship.

Ofc. Eracleo admits that he asked [REDACTED] C [REDACTED] about “post-nut syndrome.” He had heard the term from podcaster Joe Rogan and asked [REDACTED] C [REDACTED] how she felt about it. He claims that he thought she could give him a “clinical perspective” on the theory that posits that only after a male ejaculates in the female can there be clarity about their relationship. He recalls she responded that lust is involved but does not recall the remainder of her response.

Ofc. Eracleo alleges that he was “shocked” about her March 18th complaint (Exhibit 5) and again contends that she shared intimate and personal details with him voluntarily. She never expressed being uncomfortable. Regarding the [REDACTED] comment, Ofc. Eracleo insists that he did not intend to be offensive when he suggested that she help [REDACTED]; however, their job descriptions had not yet been clearly defined, and [REDACTED] was “swamped.” He recalls that [REDACTED] C [REDACTED] responded with words to the effect of, “I have too many letters after my name to be someone’s secretary,” and noticed that there were no more personal conversations after this exchange; they were strictly business.

Ofc. Eracleo knows nothing about his [REDACTED] purported Facebook friend request. (Exhibit 27) He does not use [REDACTED] Facebook account and did not see her do this. His attorney objected to any conversations about spouses based on the marital privilege.

When asked whether he said to [REDACTED] C [REDACTED], “come on you can talk to me about anything,” Ofc. Eracleo responded, “I do not recall.” When asked whether he asked [REDACTED] C [REDACTED] about sleeping with certain police officers, he initially answered “no,” and then said, “I don’t recall.” He is unaware of any witnesses to these conversations, nor does he recall any texts about these matters.

Regarding [REDACTED] B [REDACTED], Ofc. Eracleo indicates that he has known her for about a year. She would come to the lobby of the APD and allege that people were stealing her cable and trying to get into her apartment. He has had fewer than five face-to-face meetings with her. On February 15th, 2022, the last time he spoke with [REDACTED] B [REDACTED], she came to the Department rambling about a purported Mafia hit. He asked if there was anything he could do for her. She then asked if he had any money that she could borrow. She said something to the effect of, “I don’t trust you guys,” and walked out. That day, he told Lt. Sturniolo about the cards he had received at his home address. They included

pleasantries, such as may peace be with you, Merry Christmas, bless you, etc., but they were not signed by anyone. He reported this to Sgt. Krug sometime after Christmas when some of the cards were signed "[REDACTED]." He does not know how [REDACTED] B [REDACTED] would have learned his home address. He states that some cards were empty but acknowledges that some included gift cards or cash. He cannot recall the amounts, but he "believes" some amounts were greater than \$50. When asked if some were more than \$100, he responded, "I don't recall." He claims he received about a dozen cards and "guesses" that he received gift cards and cash of \$800 in total. He acknowledges that he spent all of it and threw away the cards. He never asked [REDACTED] B [REDACTED], or any other [REDACTED], to send him money. He provided the names of two other "[REDACTED]" that he knows but asked that their last names not be included in this report. He asserts that he still does not know for sure whether [REDACTED] B [REDACTED] sent the money. When asked whether he received as much as \$3,600, the figure [REDACTED] B [REDACTED] provided, Ofc. Eracleo said "I have no idea; I don't believe so."

He does acknowledge a January 9th, 2022, voicemail from [REDACTED] B [REDACTED], asking for all her "envelopes" back "pronto." Ofc. Eracleo says he could have received this voicemail at the time, but he is not certain. During the interview, he paused to consider his answer. In any event, he recalls this was around the time he reported the gifts to Sgt. Krug.

Ofc. Eracleo also reported to Ofc. Russell that he was concerned the person sending him the gifts knew his home address.

Ofc. Eracleo denies any sexual relationship, rape, stealing, or financial impropriety, as alleged by [REDACTED] B [REDACTED]. He has never been to the Ace Hardware store in Lowell and does not have a German Shepherd.

Regarding [REDACTED] A [REDACTED], Ofc. Eracleo last spoke to her a year or two ago. She called to inform him that someone had run over her cat; she was quite distraught. He claims he never spoke with [REDACTED] A [REDACTED] on his personal phone, although he did communicate with her via social media, including Snapchat, approximately once a week. He did not communicate with any other student via Snapchat and contends that it was her idea to use Snapchat because "she didn't like texting." When asked whether he knew that Snapchat erases messages, he responded that [REDACTED] A [REDACTED] told him that. He did not seek permission from anyone at the Department before communicating with her via Snapchat.

Ofc. Eracleo is “not sure” whether he set up Snapchat specifically to communicate with her. He “doesn't remember” who else he has snapped chatted with. He does not know how soon he began snapchatting her after he received notice from Sgt. Campbell that [A] [REDACTED] was a troubled student. (Exhibit 14) He claims he “doesn't believe” he ever sent her pictures and claims that “I don't recall” receiving any bikini photographs. He denies that she sent him naked photos.

He does recall a conversation with [C] [REDACTED] regarding [A] [REDACTED]; however, he believes she took the conversation out of context. He reports that he was merely trying to explain to [C] [REDACTED] what kind of person [A] [REDACTED] was by saying, as an example, one would have to tell her not to send nude photographs to people because you're not eighteen. He did not say, or intend to suggest, that [A] [REDACTED] sent him nude photographs. Furthermore he does not remember a follow-up conversation with [C] [REDACTED] in which she thought it would be more appropriate for a female to visit [A] [REDACTED], after he explained to her that [A] [REDACTED] alleged that he had showed her his privates.

Officer Eracleo was interviewed in early 2020 by Sgt. Rentschler. He denied [A] [REDACTED]'s claim about the incident in the SRO office. He acknowledges that Sgt. Campbell told him that [A] [REDACTED] was not someone he should communicate with via social media. He did not heed this warning because he “wanted to see her graduate.” He has not been interviewed by DCF and has had no contact with them. When asked whether he ever asked [C] [REDACTED] if she slept with other women, Ofc. Eracleo said, “I don't know,” and, “I can't remember.” He claims he never shut the door or the window shade at the high school SRO office.

VIII. A summary of all evidence gathered

A. The [A] [REDACTED] Complaint

1. [A] [REDACTED] arrived in Acton as a high school student with a notorious record. [REDACTED]
[REDACTED]: “She made multiple sexual assault allegations against male officers d [REDACTED]” These incidents included her recanting a domestic assault and battery charge against her father

after he was placed in custody. [REDACTED]

[REDACTED]. (Exhibit 14)

2. On February 26, 2020, Sgt. Campbell was told by ABHS staff member that [REDACTED] A [REDACTED] reported that Ofc. Eracleo exposed himself to her in the SRO office at the ABHS. Sgt. Rentschler was assigned to investigate the matter; he met with [REDACTED], [REDACTED] A [REDACTED], and Ofc. Eracleo. [REDACTED] relayed [REDACTED] A [REDACTED]'s story: Ofc. Eracleo stood up from the desk and touched his pelvic area, from which [REDACTED] A [REDACTED] could see an erection. Ofc. Eracleo then rubbed his erection on the outside of his pants. After seeing this, [REDACTED] A [REDACTED] felt uncomfortable, left the office, and went home from school sick. [REDACTED] also said that Ofc. Eracleo and [REDACTED] A [REDACTED] regularly converse via social media, which in her opinion, was not appropriate. However, [REDACTED] A [REDACTED] did not corroborate this story. She reported that "[t]his is all a big misunderstanding," and that "nothing happened." Based upon her retraction and Ofc. Eracleo's denial, Sgt. Rentschler concluded that [REDACTED] A [REDACTED]'s complaint was "unfounded." (Exhibit 24)
3. Approximately two years later, [REDACTED] A [REDACTED] resurrected the allegation against Ofc. Eracleo on various occasions. On each of these occasions, she was embroiled in a dispute with the APD. On January 28, 2022, Sgt. Campbell responded to a call at the Red Raven restaurant where [REDACTED] A [REDACTED] was "disorientated and her story was constantly changing about what happened." [REDACTED] A [REDACTED] was in the bathroom, and it appeared she had thrown up in the stall. She was mumbling and partially clothed. [REDACTED] A [REDACTED] was taken to Emerson Hospital, where she alleged that she had possibly been drugged by a man she met at a dog park. She refused, however, to submit to a drug test, and the cause of her insobriety was never determined. (Exhibit 15) [REDACTED] A [REDACTED] expressed frustration that the officers were not listening to her and threatened to "go public" with unspecified information about the APD. Sgt. Campbell sent her an Acton Police Citizen Complaint Form, which she refused to complete, saying that she did not trust the APD and was instead going to the

FBI. (Exhibits 15 and 16) In an email, [REDACTED] A [REDACTED] accused Sgt. Campbell of knowing “the entire time about what mike [sic] did in your office and what Tyler was doing the whole time and also didn’t say or do anything so you are just as guilty my friend.” (Id.) Sgt. Campbell reported this to Lt. Sturniolo.

4. On March 6, 2022, after being pulled over for speeding, [REDACTED] A [REDACTED] reported to Sgt. Hodges that “Detective Eracleo pulled out his dick in front of me in the [SRO] office at ABHS.” (Exhibit 2) Sgt. Hodges reported that the traffic stop was contentious. [REDACTED] A [REDACTED] refused to accept the citation, although she never denied that she was speeding, and alleged that all the APD were “dirty” and “cover” for each other. Her commotion was loud enough for a neighbor to leave her home. When Sgt. Hodges dropped the citation through her open car window, [REDACTED] A [REDACTED] threw it out. She later drove to the APD requesting a copy of the citation she had “lost.” (Exhibit 2)
5. On March 11, 2022, Sgt. Campbell responded to another moving violation involving [REDACTED] A [REDACTED], where she alleged that “she is being targeted by the Acton Police because she made a complaint about Officers Eracleo and Russell.” She began getting very loud and started yelling. She interrupted Sgt. Campbell when he asked questions about her complaints. He reported the following: “she said when she was seventeen, while a student at the high school, she was in the SRO office at the high school with Officer Eracleo when he exposed his genitals to her. She said that after exposing himself to her, he told her he had to leave to ‘take care of this’ pointing to his genitals. She then said that he walked across the hall to the nurses [sic] office...I advised her that her reports were currently being investigated and that she should provide any specific details to those investigating the situation. I advised her that I would notify my supervisors as well. She then yelled that it was all going online and to not underestimate the power of social media. She then drove away east on Great Rd.” (Exhibit 17)
6. Later that day, [REDACTED] A [REDACTED] posted the following on her social media account: “When I was 17 years old attending Acton Boxborough high school, Mike Eracleo...thought it would be funny to touch himself in Keith Campbells [sic]

office at school. He grabbed his private parts and put it on the table I was sitting at, looked me dead in the eye and said 'I have to go take care of this.' Then proceeded to walk into the nurses [sic] bathroom to do who knows what." She also wrote: "When Mike grabbed his dick and put it on the table a teacher ended up quitting. I lied and covered for them because I was scared." (Exhibit 10)

7. [REDACTED] A [REDACTED] did not complete a written report of the incident, despite being given an Acton Police Complaint Form by Sgt. Campbell. (Exhibits 15 and 16)

8. [REDACTED] A [REDACTED] refused to participate in this investigation. (Exhibit 4)

B. The [REDACTED] B [REDACTED] Complaint

1. [REDACTED] B [REDACTED]
[REDACTED].
2. In April 2021, [REDACTED] B [REDACTED] was [REDACTED]
[REDACTED]" [REDACTED] because she was booby-trapping her apartment to keep "people from killing her." (Exhibit 25)
3. In May 2021, [REDACTED] B [REDACTED] reported multiple murders. She claimed she was going to be murdered by Ofc. Eracleo. She accused Ofc. Eracleo of killing a recently deceased member of the APD and "four people yesterday (i.e., May 9, 2021) in Concord." She also claimed that Ofc. Eracleo "wants to marry me," "says he's a girl," and "wants to embezzle me and kill me." She was also heard singing the song "Rooster," by Alice in Chains. She was speaking "erratically" and "is known to this Department ... [REDACTED]
[REDACTED]. (Exhibit 26)
4. On February 16, 2022, [REDACTED] C [REDACTED] and Lt. Sturniolo visited [REDACTED] B [REDACTED]
[REDACTED] at her home after receiving various voicemails from [REDACTED] B [REDACTED]. She was at first reluctant to speak and began yelling. She claims that Ofc. Eracleo raped her and is "pimping me out." When asked if she had provided any financial assistance to Ofc. Eracleo, she answered affirmatively. She

asked the two visitors to leave after approximately thirty minutes. She later called them back to her home and claimed she had “evidence.” She pulled up various emails and allowed [REDACTED] C [REDACTED] to take photos of them.

(Exhibit 18) [REDACTED] B [REDACTED] said she sent cash and gift cards to Ofc. Eracleo’s house and knew his address. She said she had sent him money with the cards. (Exhibit 8)

5. On February 28, 2022, and March 17, 2022, [REDACTED] B [REDACTED] filed two citizen complaints against Ofc. Eracleo. (Exhibits 9 and 23, respectively) The February 28th Complaint is fourteen handwritten pages and contains many irrational allegations. Ofc. Eracleo allegedly broke into her apartment and had “numerous people rape me.” (Exhibit 9, page 1) She claims, “he had another [unnamed] Acton Police Officer raping me and they tried to kidnap me.” (Exhibit 9, page 5) She asks the Chief to “listen to the song by Alice and chains [sic] called Rooster. I am [REDACTED] B [REDACTED] Rooster Booster!” (*Id.*) She accuses the Chief and Ofc. Eracleo of being lovers (the reason the Chief has “ignored” her phone calls). (Exhibit 9, page 6) The rest of the Complaint continues in a similar fashion.
6. The March 17th Complaint is shorter. [REDACTED] B [REDACTED] asserts that she is “officially pressing charges” against “Mike Eracleo.” She alleges rape, breaking and entering, and identity theft. She threatens to sue for “millions. (or billions)!” She identifies “God Jesus” as the person assisting the Complainant. (Exhibit 23)
7. On March 17, 2022, [REDACTED] B [REDACTED] met Lt Sturniolo and [REDACTED] C [REDACTED] in the lobby of the APD. She was there to file her second Complaint. At one point, [REDACTED] B [REDACTED] said she gave Ofc. Eracleo “[a] total of \$3,600 over time in gift cards and cash.” She said she had all the evidence and was giving it to the State Police. She then left the building. (Exhibit 22)
8. [REDACTED] B [REDACTED] would not allow her interview to be recorded. She stated that Ofc. Eracleo requested money from her, and she sent him \$3,600 in cash and gift cards between September 2021 and December 2021. The money was sent to his home. She correctly recited his home address as [REDACTED] Road in

Westford. She reports that she would put the gift cards and/or money in cards or stationery and sign her name. [REDACTED] B further reports that Ofc. Eracleo tried to get her to take out loans for him in her name because he needed money and “takes advantage of the vulnerable.” [REDACTED] B explains that [REDACTED] and Ofc. Eracleo knew this and took advantage of her. (Interview of [REDACTED] B)

9. Ofc. Eracleo indicates he has known [REDACTED] B for about a year. He has had fewer than five face-to-face meetings with her. On February 15th, 2022, the last time he spoke with [REDACTED] B she came to the Department rambling about a purported Mafia hit. He asked her if there was anything he could do for her. She then asked if he had any money she could borrow. Additionally, she said something to the effect of, “I don't trust you guys,” and walked out. That same day, he told Lt. Sturniolo about the cards he had received at his home address. They included pleasantries, such as Merry Christmas, bless you, etc., but they were not signed. He reported this to Sgt. Krug sometime after Christmas, including that some cards were signed “[REDACTED].” Sgt. Krug told him not to communicate further with [REDACTED] B and to forward all communications to him. He does not know how [REDACTED] B would have learned his home address. He states that some of the cards were empty but acknowledges that some included gift cards or cash. He cannot recall the total amount. He “believes” some amounts were greater than \$50. When asked if some were more than \$100, he responded, “I don't recall.” He claims he received about a dozen cards and “guesses” that he received gift cards and cash of about \$800 in total. He spent all of it and threw away the cards. He denies that he asked [REDACTED] B, or any other [REDACTED], to send him money. He provided the names of two other “[REDACTED]” that he knows and asked that their last names not be included in this report. When asked whether he received as much as \$3,600, the figure [REDACTED] B provided, Ofc. Eracleo said “I have no idea; I don't believe so.” (Interview of Ofc. Eracleo)
10. Sgt. Krug has been Ofc. Eracleo’s supervisor for the past two years. Ofc. Eracleo called him “about six months ago,” saying that he received a letter

with money in it at his house from someone by the name of [REDACTED]. Sgt. Krug “thinks” Ofc. Eracleo said the amount was \$20, but “knows” it was under \$50. He did not report the receipt of any other money. Ofc. Eracleo explained that it could be [REDACTED] B [REDACTED], another [REDACTED] in town, or a [REDACTED] from his personal life. Sgt. Krug did not think much of the incident due to the way it was reported. (Interview of Sgt. Krug)

11. On February 16, 2022, Sgt. Krug, at the direction of Lt. Sturniolo, sent an email to Ofc. Eracleo stating, “[d]ue to this attached incident and recent attempt in speaking with you yesterday, you are not to have any contact with [REDACTED] B [REDACTED]. If she attempts to contact you or leaves you a voice message please inform me and forward any messages.” (Exhibit 29 and Interview of Sgt. Krug)
12. On February 15, 2022, the APD had a command staff meeting. Upon leaving the meeting, Sgt. Krug observed Ofc. Eracleo and [REDACTED] B [REDACTED] talking. [REDACTED] B [REDACTED] was being aggressive. That day, Lt. Sturniolo asked Sgt. Krug if Ofc. Eracleo had ever told him about getting a letter with money at his residence from someone by the name of [REDACTED]. He went on to tell Lt. Sturniolo what Ofc. Eracleo had reported to him about the “[REDACTED]” letter. (Interview of Sgt. Krug)
13. Lt. Sturniolo reports that on February 15, 2022, [REDACTED] B [REDACTED] came into the Department’s lobby and made various allegations concerning sexual assault. Lt. Sturniolo briefly saw Ofc. Eracleo with [REDACTED] B [REDACTED] in the lobby, but he does not remember any yelling. (Interview of Lt. Sturniolo)
14. Later that day, Ofc. Eracleo informed Lt. Sturniolo that [REDACTED] B [REDACTED] had been asking him for money. Ofc. Eracleo then asked Lt. Sturniolo, “do you think [REDACTED] B [REDACTED] sent me money?” Lt. Sturniolo was confused by the question because he had no prior knowledge of Ofc. Eracleo receiving gifts from [REDACTED] B [REDACTED]. Ofc. Eracleo explained that he had received gift cards and/or money from an anonymous person that identified herself as “[REDACTED].” When Lt. Sturniolo questioned whether the gifts were from [REDACTED] B [REDACTED], Ofc. Eracleo stated that “they could be from any [REDACTED] in town.” Lt. Sturniolo then asked Ofc.

Eracleo for the total value of the gifts that he had received and what he had done with them. Ofc. Eracleo said that the gifts totaled more than fifty dollars, “some of them are \$100,” and that he spent them because “they could’ve been from a friend.” When asked if he had told anybody about this windfall, Ofc. Eracleo claimed that he had informed Sgt. Krug about the gifts. Lt. Sturniolo was “shocked” by this conversation. (Interview of Lt. Sturniolo)

15. Lt. Sturniolo later found out from Sgt. Krug that Ofc. Eracleo had only reported to him that someone put twenty dollars in his mailbox once; as such, Sgt. Krug thought nothing of it. Lt. Sturniolo told Sgt. Krug to tell Ofc. Eracleo that he should not contact [REDACTED] B [REDACTED], and any future communications that she sent him should be forwarded to the command staff. Ofc. Eracleo began forwarding voicemails from [REDACTED] B [REDACTED] to the command staff soon thereafter. Lt. Sturniolo reported the matter to Deputy Chief Cogan. (Interview of Lt. Sturniolo and Exhibit 12)

16. Starting on February 16, 2022, Lt. Sturniolo made several visits to [REDACTED] B [REDACTED]’s residence with [REDACTED] C [REDACTED]. Over the course of these meetings, Lt. Sturniolo learned that [REDACTED] B [REDACTED] had made allegations that “people were coming into her apartment and raping her” and that someone was wrecking her credit score. She also asserted that she sent Ofc. Eracleo money and gift cards totaling \$3,600 and that she sent the cards to an address in Westford, which Lt. Sturniolo later verified was indeed Ofc. Eracleo’s home. (Interview of Lt. Sturniolo and Exhibit 12)

17. Lt. Sturniolo reports that it was difficult to get [REDACTED] B [REDACTED] to answer any follow-up questions or provide any receipts or proof of her fraud claims. He explains that [REDACTED] B [REDACTED] is very paranoid and would only show him and [REDACTED] C [REDACTED] a series of emails on her phone, which [REDACTED] B [REDACTED] eventually let [REDACTED] C [REDACTED] photograph. (Exhibit 18) However, Lt. Sturniolo acknowledges that there was “not much substance” in the emails; a lot of them seemed like sweepstakes notifications. Nevertheless, Lt. Sturniolo does remember seeing Ofc. Eracleo’s wife’s name [REDACTED] on some emails, and he

remains unsure how [REDACTED] B [REDACTED] knew her. He speculates that Ofc. Eracleo could have mentioned it to her at some point. (Interview of Lt. Sturniolo)

18. Regarding [REDACTED] B [REDACTED]'s credibility, Lt. Sturniolo states this is a "hard question." Lt. Sturniolo believes that there is some truth to what she is saying because he can verify some of her claims from independent information. However, he thinks the more serious allegations [REDACTED] [REDACTED]. He does not believe that the emails on [REDACTED] B [REDACTED]'s phone are proof of any criminal activity or fraud. (Interview of Lt. Sturniolo)

C. The [REDACTED] C [REDACTED] Complaint

1. On February 10, 2022, and March 18, 2022, [REDACTED] C [REDACTED] reported to Chief Richard Burrows that Ofc. Eracleo had engaged in inappropriate sexual conversations at work. (Exhibits 5 and 7)
2. She reported that on January 31, 2022, Ofc. Eracleo told her that [REDACTED] A [REDACTED] alleged that he "took his dick out and put it on the desk at school." After he made this comment, [REDACTED] C [REDACTED] suggested that she call [REDACTED] A [REDACTED] and offer support after the Red Raven incident, during which [REDACTED] A [REDACTED] alleged that she was drugged. Ofc. Eracleo went on to share that [REDACTED] A [REDACTED] has his cell phone number, and she would sometimes send him pictures. However, he had to tell her that she cannot send naked pictures, but pictures in her bikini are okay. (Interview of [REDACTED] C [REDACTED] and Exhibit 7)
3. Two days later, on February 2, 2022, Ofc. Eracleo suggested that [REDACTED] C [REDACTED] help [REDACTED] [REDACTED] with paperwork. Further, she reported Ofc. Eracleo's poor work ethic. (Interview of [REDACTED] C [REDACTED] and Exhibit 7)
4. On March 18, 2022, [REDACTED] C [REDACTED] reported that personal conversations with Ofc. Eracleo had become sexual in nature. She informed Ofc. Eracleo that she was not comfortable discussing this information. These discussions happened on multiple occasions and only when they were alone. (Interview of [REDACTED] C [REDACTED] and Exhibit 5)
5. On one occasion, Ofc. Eracleo asked her about "post-nut syndrome," which he explained as a theory that posits that one cannot know if one really loves someone unless "you have nuttied in them." When asked why he was talking

about this, he repeated the definition in graphic terms and proffered that there must be some psychological reason behind the concept. [REDACTED] C [REDACTED] then informed him she was going to leave, and they never spoke about the subject again. (Interview of [REDACTED] C [REDACTED] and Exhibit 5)

6. [REDACTED] C [REDACTED] claimed that their relationship started out “professional” but over time Ofc. Eracleo began asking her more personal questions. She would give him little bits of information, and he would push for more. She reports that Ofc. Eracleo would make inappropriate comments such as, “oh, you must be sleeping with certain officers here, or you must have slept with officers here because you've known them.” He would also ask about her other relationships and her dating status. She would respond to the effect, “like, come on, we're not gonna talk about that.” Ofc. Eracleo claimed that he and the former clinician would always talk that way. As a result, [REDACTED] C [REDACTED] did not want to be around him and began to avoid him. She stopped meeting Ofc. Eracleo at the Council on Aging because it was too isolated. (Interview of [REDACTED] C [REDACTED])
7. [REDACTED] C [REDACTED] “thinks” Ofc. Eracleo knew she was offended and was avoiding him because she emailed him on February 9, 2022, asking for updates on referrals, and he emailed back saying something to the effect of, “I haven't seen you in a few days, can we connect?” (Interview of [REDACTED] C [REDACTED] Exhibit 31)
8. [REDACTED] C [REDACTED] reports that the day after Ofc. Eracleo was notified of the charges against him from the APD (March 23, 2022), his wife requested to be her Facebook friend. (Exhibit 27) The next day, the request was gone; [REDACTED] C [REDACTED] never accepted it. (Interview of [REDACTED] C [REDACTED])
9. On February 10, 2022, [REDACTED] C [REDACTED] met with Lt. Sturniolo and Deputy Chief Cogan to report two major concerns about Ofc. Eracleo. (Exhibit 7) Her concerns were as follows; (1) Ofc. Eracleo frequently challenged her position by saying, “Don’t come in here and take my duties,” and statements of that kin and, (2) Ofc. Eracleo told [REDACTED] C [REDACTED] that [REDACTED] A [REDACTED] would send him nude photos, and he told her “not to send nude pictures, but in a

bathing suit is okay.” Despite these interactions, [REDACTED] C [REDACTED] expressed that she did not want Lt. Sturniolo and Deputy Chief Cogan to get involved; she preferred to speak with Ofc. Eracleo herself to end the tension between them. Lt. Sturniolo found [REDACTED] C [REDACTED] very credible. (Interview of Lt. Sturniolo)

10. Sometime later, [REDACTED] C [REDACTED] approached Lt. Sturniolo and told him that there was additional information she wanted to document. [REDACTED] C [REDACTED] then drafted a report dated March 18, 2022, in which she claimed that Ofc. Eracleo made sexual comments to her, including one related to “post-nut syndrome,” and asked intrusive questions about her sexual activity. (Exhibit 5) Lt. Sturniolo reviewed the March 18th report and has “checked in” with [REDACTED] C [REDACTED] to see how she has been doing since then. However, this was the extent of his conversations with [REDACTED] C [REDACTED] about Ofc. Eracleo. (Interview of Lt. Sturniolo)

11. Ofc. Eracleo confirms that he has spoken to [REDACTED] C [REDACTED] about her dating life, and she shared some personal details with him. He also acknowledges that some of their conversations have included sexual topics. He claims she discussed various sex toys with him and told him she was getting a Brazilian wax. She also disclosed that she wanted to get pregnant within the next 12 months. He thought that they had a good working relationship. (Interview of Ofc. Eracleo)

12. Ofc. Eracleo admits that he asked [REDACTED] C [REDACTED] about “post-nut syndrome.” He thought she could give him a “clinical perspective” on the theory, which apparently posits that only after a male ejaculates inside the female can there be clarity about the relationship. He recalls that she responded that lust is involved but does not recall the remainder of her response. (Interview of Ofc. Eracleo)

13. Regarding the [REDACTED] comment, Officer Eracleo insists that he did not intend to be offensive when he suggested that [REDACTED] C [REDACTED] help [REDACTED]. Their job descriptions had not yet been clearly defined, and [REDACTED] indicated that she was “swamped.” He recalls that [REDACTED] C [REDACTED]

█ C █ responded to the effect of, "I have too many letters after my name to be someone's secretary," and he noticed that there were no more personal conversations after this exchange. (Interview of Ofc. Eracleo)

14. Ofc. Eracleo does not know anything about his wife █ purported Facebook friend request. (Exhibit 27) He does not use █ Facebook account and did not see her do this. His attorney objected to any conversations about spouses based on the marital privilege. (Interview of Ofc. Eracleo)

15. When asked whether he said to █ C █, "come on you can talk to me about anything," Ofc. Eracleo responded, "I do not recall." When asked whether he asked about sleeping with certain police officers, he initially answered, "no," and then said, "I don't recall." (Interview of Ofc. Eracleo)

16. Ofc. Eracleo is not aware of any witnesses to these conversations nor does he recall any texts about these matters. (Interview of Ofc. Eracleo)

17. Ofc. Eracleo does recall a conversation with █ C █ regarding █ A █ █; however, he believes she took the conversation out of context. He reports that he was merely trying to explain to █ C █ what kind of person █ A █ was by saying, as an example, one would have to tell her not to send nude photographs to people because you are not eighteen. He did not say, or intend to suggest, that █ A █ sent him nude photographs. He does not remember any additional conversations with █ C █ in which she thought it would be more appropriate for a female to visit █ A █ █, after he explained to her that █ A █ alleged that he had shown her his privates. (Interview of Ofc. Eracleo)

IX. Any mitigating circumstances

N/A

X. An evaluation of the complaint, conclusions of fact, and a definitive statement as to whether the charges made by the complainant were sustained, not sustained, unfounded or exonerated

The complaint of former ABHS student █ A █ is unfounded. █ A █ refused to (1) file a written complaint with the Department, despite being invited to do so, and (2) refused to meet with this investigator. Her complaint is compiled from verbal

allegations that she made to APD officers during times of confrontation and from her social media postings. In 2020, Sgt. Rentschler previously investigated [REDACTED] A [REDACTED]'s allegation; he concluded that [REDACTED] A [REDACTED]'s complaint was "unfounded" after she denied the occurrence and claimed it was "a big misunderstanding." (Exhibit 24) In her 2022 social media posts, she claims (Exhibit 10) that she lied to Sgt. Rentschler back in 2020 because she was scared and wanted to "cover" for the officers that assaulted her. She provides no further explanation, and when her extraordinary record of misbehavior is considered, including multiple false sexual assault allegations against male police officers, (Exhibit 14) her allegation cannot be sustained.

[REDACTED] B [REDACTED] also suffers from a credibility problem, although [REDACTED] [REDACTED]. She admits [REDACTED] [REDACTED]. Her written complaints are replete with [REDACTED] [REDACTED] that do not need to be repeated. (Exhibits 9 and 23) Accordingly, her claims against Ofc. Eracleo for rape, burglary, and the like are unfounded. Her fraud claim warrants a closer look, but it also fails against the weight of the evidence. Although [REDACTED] B [REDACTED] did produce some emails that included [REDACTED] name, the emails appear to reference sweepstakes winnings, not loan or account applications. (Exhibit 18) Neither Lt. Sturniolo nor [REDACTED] C [REDACTED] thought the emails amounted to financial fraud, and both had difficulty extracting additional information from her. Accordingly, the fraud claim is also unfounded.

However, there is sufficient evidence that Ofc. Eracleo violated the Department's conflict of interest policy, which provides that: "[o]fficers shall not under any circumstances seek, solicit or accept any gift, gratuity, loan reward or fee where there is any direct or indirect connection between the solicitation or acceptance and their Departmental membership or employment, except as may be specifically authorized by the Chief of Police. Any unauthorized gift, gratuity, fee or reward coming into the possession of any officer shall be forwarded to the Chief of Police, together with a written report of the circumstances connected therewith." (Acton Police Department Rules and Regulations, page 1-3) Ofc. Eracleo admits that he received gift cards and cash

in the amount of approximately \$800,¹² spent the money/gift cards, and did not keep the notes that accompanied the gratuities. He did report a receipt of the funds to Sgt. Krug, but according to Sgt. Krug, Ofc. Eracleo reported the receipt of one \$20¹³ gift from someone named "[REDACTED]." Ofc. Eracleo acknowledged that it "could be" [REDACTED] B [REDACTED]; however, Sgt. Krug was not concerned about the issue because he had been told it was a single transaction in an amount under \$50. Ofc. Eracleo contends that he reported to Sgt. Krug multiple gifts. Moreover, Ofc. Eracleo also admits that he reported this information to Sgt. Krug around January 9, 2022, a similar time to when he received a voicemail from [REDACTED] B [REDACTED] requesting that he return the envelopes, but he did not share this information with Sgt. Krug.

Ofc. Eracleo's account of this issue is not credible. First, Sgt. Krug is not motivated to lie about Ofc. Eracleo's misrepresentation that he received only one gratuity in a nominal amount. In fact, if Sgt. Krug had learned that Ofc. Eracleo had received more money than was reported, it is reasonable to conclude that he would not have had such a nonchalant response. Second, the fact that Ofc. Eracleo could only "guess" the amounts he received does not ring true. It is not an everyday occurrence to receive such gifts. Furthermore, the notion that Ofc. Eracleo discarded the envelopes and spent the money, reveals, at a minimum, no desire to learn the identity of the sender and, more likely, an attempt to conceal her identity. When one considers Ofc. Eracleo's purported concern that "someone" had learned of his home address (a particular concern for police officers), it becomes difficult to believe that he so cavalierly disposed of the envelopes¹⁴. Although Ofc. Eracleo identified two other "[REDACTED]" who could have sent the money, he made no effort to contact them and requested that their names not be included in this report. Moreover, during the time he was receiving the envelopes at his house, he was also receiving voicemails from [REDACTED] B [REDACTED] with similar pleasantries that he reports were written in the cards such as, "God bless," "Merry Christmas," etc. (Exhibit 32 and 33)

¹² Ofc. Eracleo's statements concerning the amounts contained in the envelopes/cards was not credible. He claims his \$800 estimate is "just a guess." When asked if [REDACTED] B [REDACTED]'s contention that she sent him \$3,600 could be accurate, he responded: "I have no idea. I don't believe so."

¹³ Sgt. Krug "thinks" the amount reported was \$20. He is certain it was under \$50.

¹⁴ Ironically during this investigation, Ofc. Eracleo reports receiving another letter at his residence and this time he preserved it and forwarded it to Attorney Kittridge.

Further, I credit [REDACTED] B that Ofc. Eracleo asked her to send him money because he was “desperate” and in need of financial assistance. In response, she sent him cards to his residence, signed by her, that included hundreds of dollars.

Accordingly, the preponderance of the evidence supports the finding that Ofc. Eracleo violated the conflict-of-interest policy by accepting a gift with a “direct or indirect” connection to his employment. He also failed to properly report the amount and number of gifts he received, as required. The conflict-of-interest allegation is therefore sustained. Further, by asking [REDACTED] B to send him money and then accepting it, knowing her vulnerable state, I find that Ofc. Eracleo also engaged in Conduct Unbecoming An Officer, which prohibits an officer from engaging in improper behavior that reflects discredit upon the officer and/or the APD (Conduct Unbecoming an Officer, Acton Police Department Rules and Regulations, page I-11) and violated the Town’s Code of Conduct policy which requires Town employees to conduct themselves in their dealings with the public “in a manner that will enhance respect for, and confidence in, the employee and the Town.” (Exhibit 33)

[REDACTED] C’s complaint that Ofc. Eracleo violated the sexual harassment policy is also sustained. (Id.) [REDACTED] C reported her concerns formally in writing to the Chief and supplied detail and context. Sgt. Hodges described her as “professional,” and Lt. Sturniolo found her “credible.” Both adjectives are consistent with her appearance before this investigator. Equally significant was her stated intent, at least initially, to not involve the machinery of the command staff or the HR department to adjudicate her conflict with Ofc. Eracleo. She had hoped to resolve the issue on her own.

Conversely, Ofc. Eracleo’s statements are not credible. He acknowledges that he raised the issue of “post-nut syndrome,” but purportedly did so to gain her “clinical perspective” on what he apparently believed was a bona fide psychological theory and an acceptable subject for workplace discussion. This explanation borders on the absurd and is belied by the fact that he learned of this subject from Joe Rogan, a comedian and podcaster with no academic credentials. His inability to recall specific conversations was also concerning. He could not recall if he encouraged [REDACTED] C by saying, “come on, you can talk to me about anything.” He initially denied suggesting that she slept with officers in the APD but later changed his response to, “I don’t recall.” His

explanation that his conversation with [REDACTED] C [REDACTED] about [REDACTED] A [REDACTED] was taken “out of context” does not ring true. He contends that he merely provided a hypothetical example when he told her about [REDACTED] A [REDACTED] sending him photographs of her in the nude or in a bikini. However, when asked if [REDACTED] A [REDACTED] sent him a photo of her sporting a bikini, he responded, “I don’t know.” One would expect that he could provide a definitive answer on this subject. He also could not remember any conversation with [REDACTED] C [REDACTED] about her being better suited to communicate with [REDACTED] A [REDACTED] after he revealed that she had accused him of exposing himself to her at the high school.

Given the aforementioned information, the preponderance of evidence supports a finding that Ofc. Eracleo violated the Town’s anti-harassment policy. Sexual harassment “includes any type of sexually-orientated conduct, whether intentional or not, that is unwelcome and has the purpose or effect of creating a work environment that is hostile or offensive, interferes with work effectiveness or is coercive to a reasonable man or woman, as the case may be.” (See Professional Standards of Conduct Policy, pages 2-3) In this case, Ofc. Eracleo has engaged in “sexually-orientated conduct” that is unwelcome and interfered with work effectiveness. He admits that he engaged in conversations of a sexual nature, including “post-nut syndrome.” I credit [REDACTED] C [REDACTED]’s statements that these conversations were persistent and they caused her to avoid Ofc. Eracleo, particularly at the office located at 30 Sudbury Road, where there are fewer workers present. As explained above, her rendition of the facts is significantly more credible than Ofc. Eracleo’s. I also credit her contention that these subjects would only arise when the two were alone. Accordingly, [REDACTED] C [REDACTED]’s complaint of sexual harassment is sustained.¹⁵

By engaging in sexually harassing behavior, I find that Ofc. Eracleo also violated the APD’s regulation prohibiting officers from engaging in Conduct Unbecoming An Officer. (Exhibit 32) Specifically, Ofc. Eracleo engaged in improper behavior that reflects discredit upon the officer. (Conduct Unbecoming an Officer, Acton Police

¹⁵ [REDACTED] C [REDACTED] also complains that Ofc. Eracleo’s suggestion that she help [REDACTED] with administrative tasks was degrading. (Exhibit 7) To the extent necessary, I find that this conduct is not violative of any applicable policy. While it may not have been handled with proper tact, Lt. Sturniolo confirms that the parties’ roles were not well established, and that some confusion should have been foreseen.

Department Rules and Regulations, page I-11) He further violated the Town's Code of Conduct policy which requires employees when working with their colleagues to conduct themselves in a manner that will enhance respect. (Exhibit 33)

Lastly, I find that Ofc. Eracleo's decision to communicate with [REDACTED] A [REDACTED] via Snapchat, a social media platform that automatically expunges communications, constituted very poor judgment, Conduct Unbecoming An Officer and violated the Town's Electronic Systems and Equipment Policy.

First, the Town's Electronic Systems and Equipment Policy does not expressly preclude the use of Snapchat-like platforms, but it does provide that communications sent or received via Town-issued devices should be preserved and made available for review. (See paragraphs 15, 20, 22 and 23 of the Electronic Systems and Equipment Policy) Ofc. Eracleo knew that his communications with [REDACTED] A [REDACTED] were not being preserved and failed to make any effort to preserve them.

Next, as all the officers were informed, Ofc. Eracleo knew that [REDACTED] A [REDACTED] was an extremely troubled student. She often communicated in a provocative manner and had made "multiple sexual assault charges" against officers in other towns. (Exhibit 14) His excuse that she preferred to communicate via Snapchat is simply not sufficient. He was the adult and the authority figure. This decision is particularly troubling because [REDACTED] C [REDACTED] credibly reported that Ofc. Eracleo received naked and bikini-clad photographs from [REDACTED] A [REDACTED] Given their relationship (i.e., student/SRO), [REDACTED] A [REDACTED]'s troubled reputation, Sgt. Campbell's recommendation that Ofc. Eracleo not communicate with [REDACTED] A [REDACTED] via social media, and the purpose and intent of the Town's Electronic and Systems and Equipment Policy, I conclude that Ofc. Eracleo failed to use "sound judgment," as described in the Foreword to the Acton Police Department Rules and Regulations (written by George W. Robinson) and the Introduction of said Rules (found in Section I, paragraph A). His conduct was also unbecoming of a police officer, especially an SRO charged with protection of the students' welfare. (See definition of Conduct Unbecoming an Officer, Acton Police Department Rules and Regulations, page I-11)

If I can provide further information, please do not hesitate to contact me.

Very truly yours,

Regina M. Ryan

Regina M. Ryan

To: Michael Eracleo

Subject: Amended Notice of Investigation and Paid Administrative Leave

Ref: 2022-IA –

You are hereby notified that you are the focus of an internal investigation for violations of the Acton Police Department Rules and Regulations specifically Conduct Unbecoming an Officer (Rules and Regulations-G Prohibited Conduct#1); Criminal Conduct (Rules and Regulations-G Prohibited Conduct #2; Violation of the Conflict of Interest Statute by accepting gifts and gratuities (Rules and Regulations-D Conflict of Interest 1. Gifts and Gratuities); Neglect of Duty (Rules and Regulations- G Prohibited Conduct #17) and the Professional Standards of Conduct Policy Including Anti-Harassment and Anti-Discrimination Policy.

The Department reserves the right to amend the specific rule violations that are the subject of the investigation depending on the information developed during the investigation.

Depending on the results of the investigation you may be disciplined up to an including termination.

The matters being investigated are an allegation that on an unknown date during your assignment as a school resource officer while at Acton Boxborough High School you grabbed your genitals and exposed yourself to a female student [REDACTED] while she was in the SRO office at the High School. [REDACTED] further alleges that after you exposed yourself to her you told her you had to leave to “take care of this” pointing to your genitals. [REDACTED] alleges that you then walked across the hall to the nurse’s office to use the bathroom.

On or about January 31, 2022 you were involved in a conversation with [REDACTED] for the Acton Police Department in which you stated that you had given [REDACTED] your cell phone number in the past and “she [REDACTED] has stayed in touch with you reaching out at times. She would send you pictures sometimes and you had to tell her that she can’t send naked pictures but pictures in her bikini are okay.”

On February 18, 2022 and March 17, 2022 [REDACTED] came to the Acton Police Department and reported that you raped her on multiple unknown dates, threatened her with physical assault and that you arranged for her to have sex with or be raped by other men. [REDACTED] alleges that you committed identify theft by accessing her telephone and email account. [REDACTED] also alleges that she has given you gift cards and/or cash well in excess of the limit permitted to be received by a public employee under the conflict of interest statute.

[REDACTED] alleges that shortly after she began employment in [REDACTED] with the Town of Acton when the two of you were alone you began to ask her questions of a personal nature. She replied to you with some information she believed to be appropriate for the workplace. You continued to ask questions about her relationships that were sometimes sexual in nature and she informed you that she was not comfortable discussing her relationships. [REDACTED] states that you continued to ask questions of this nature despite being told she

was not willing to discuss this information. [REDACTED] stated these conversations occurred on multiple occasions. She describes these conversations as "creepy."

[REDACTED] reported that on one occasion on an unknown date while at 30 Sudbury Road in the JDP office you asked [REDACTED] if she had ever heard of "post nut syndrome?" When she asked what you were referencing you stated. "Post nut syndrome. Like you can't really know if you love someone or not unless you have nuttied in them." When [REDACTED] asked you why you were telling her this you replied "you don't know if you actually love someone or if you want to be with them unless you have had sex with them and nuttied inside them and there must be some psychological reason behind it." [REDACTED] informed you she did not want to have this conversation and left 30 Sudbury Road and returned to the Public Safety Facility.

The notice of restrictions that were issued to you on March 12, 2022 remain in place until otherwise advised.



Richard C. Burrows
Police Chief


Notification received and acknowledged:



Employee Signature

Date

MARCH 22, 2022



Supervisor Signature

3/23/2022



ACTON POLICE DEPARTMENT

Patrol Division



To: Lieutenant Ed Lawton
From: Sergeant Chris Hodges #165
Date: 03-06-22
Re: Incident #22-3856

Lieutenant Lawton,

On 03-06-22 I was assigned as the dayshift Patrol Sergeant. At approximately 0901 hours Officer Symington conducted a motor vehicle stop in the area of 40 High Street. A few moments later Officer Symington asked for a supervisor to respond to his location. I responded and arrived a few moments later.

Upon arrival I observed Officer Symington outside of his cruiser standing at the driver's side of a black Audi sedan that he had stopped. I saw that the operator of the vehicle was a female who I recognized from previous contacts as [REDACTED] (DOB [REDACTED]). I noticed that the driver's side window was completely closed at the time.

As I pulled up behind Officer Symington's cruiser he left the driver's side window and walked back towards my car. He explained that he was conducting traffic enforcement in the area and stopped this vehicle for speeding. As a result of the violation he issued the operator ([REDACTED]) a citation and attempted to give it to her but she refused to take it saying she wanted to speak with a supervisor.

I then took [REDACTED]'s license, registration and the citation from Officer Symington and approached the driver's side of the Audi. I lightly knocked on the window when I arrived and [REDACTED] lowered it. I introduced myself and asked [REDACTED] what I could do for her. She appeared agitated and stated that she did not want to deal with "this officer" (Officer Symington) and did not want to talk to me while he was around. I then asked Officer Symington to have a seat in his cruiser, which he did. I again asked [REDACTED] what I could do for her and she began saying that APD continues to harass her, she keeps getting stopped, and this officer said she was speeding. I asked her if she was speeding and she responded by saying "I don't know.... was I? He said I was!"

[REDACTED] then began to yell at me saying that you (APD cops) all cover for each other and we were all dirty. I asked what she was speaking about and she began to scream that she has all kinds of evidence against two Acton Police Officers and we are doing nothing about it. She screamed that "Detective Eracleo pulled out his dick in front of me in the office and Tyler Russell fucked me the day after I turned 17". She then began to scream "I was a child, I was a child!" She then accused all Acton Police Department cops of being pedophiles and covering up for pedophiles.



ACTON POLICE DEPARTMENT

Patrol Division



I attempted to explain the process of appealing the citation through the court process but she continued to yell and scream over me and would not let me talk. This went on for some time and I finally asked her if there was anything I could do for her today and she said "I am not taking this ticket and I'm not paying it". This conversation was not going anywhere and [REDACTED] would not let me speak. She refused to take the citation or her documents from my hand so I dropped them through the open window from approximately 1-2 feet into her lap. She then began to scream that I not "throw things at her, or touch her car". She took the citation and envelope from her lap and threw it out the window saying that she was not taking it. I turned, informed [REDACTED] that she was free to leave and began walking back to my cruiser.

At this point, [REDACTED] exited her car and continued screaming about prior contacts with the Acton Police Department. She approached myself, Officer Symington and Sergeant Grey (who was now on scene) and took our photo using her cell phone while screaming that we would all be on Facebook. At this time several vehicles had stopped because [REDACTED] was in the middle of the roadway and a female resident of [REDACTED] Street, later identified as [REDACTED], came out of her front door to see what the commotion was. I instructed [REDACTED] several times to get back into her vehicle and leave the area. After about three times telling her to leave she returned to her vehicle screaming that APD needs to "leave her the fuck alone" and drove away.

I picked up the citation and envelope from the roadway and returned them to Officer Symington to mail to [REDACTED]'s address. Sergeant Grey approached [REDACTED] and she told him that she heard the yelling and screaming from inside of her home and was concerned that the young woman was having some type of issue so she came outside.

A short time later, while I was at the PSF, Dispatch stated that [REDACTED] had called in and was looking to get a copy of the citation because she "lost it". I spoke with [REDACTED] over the telephone in my office who stated that she needed a copy of the citation because she did not want to get a warrant. She continued to scream and yell and I informed her that the citation was being mailed to her address on [REDACTED] and she yelled back that she wanted a copy now! I then told her that I would place a copy of the citation at the front dispatch window and she could pick it up from the lobby.

[REDACTED] called back a second time and I again spoke with her over the phone. She said that she wanted to talk and did not want me to interrupt her. She went on saying that she has had these dealings with Detectives Eracleo and Russell and believes that APD is harassing her as a result. She said she keeps running into the APD and has had enough of it. After she was finished I explained to [REDACTED] that if what she is alleging did in fact happen then she needs to speak with us about that and provide details in order for us to help her and deal with the involved officers. She responded that she did not want to talk about it and wants to move on but keeps dealing with the police department. She said she was going to be into the PSF momentarily but simply wants the Acton Police Department to "leave her the fuck alone" and then hung up the phone.



ACTON POLICE DEPARTMENT

Patrol Division



██████ came into the lobby a few minutes later, picked up the citation and left without incident.

I know that these complaints have been documented several times in the past by APD supervisors and there is an open and active investigation being conducted by the Massachusetts State Police.

Respectfully Submitted,

Sergeant Chris Hodges #165



Richard C. Burrows
Chief of Police



Acton Police Department
371 Main Street



Acton, Ma. 01720
Phone (978) 929-7711

May 12, 2022

TO: Michael Eracleo

SUBJECT: STATEMENT OF RIGHTS AND RESPONSIBILITIES
ORDER TO APPEAR AT INVESTIGATIVE INTERVIEW

REF: Internal Affairs Investigation

You have previously been advised that the Acton Police Department has designated Discrimination and Harassment Solutions, LLC to conduct an internal affairs investigation into your interactions with [REDACTED], [REDACTED] and [REDACTED].

Your attorney Joseph Kittridge has been provided copies of the following documents:

February 18, 2022 [REDACTED] Complaint

March 17, 2022 [REDACTED] Complaint

February 10, 2022 To/From Chief Richard Burrows/[REDACTED]

March 18, 2022 To/From Chief Richard Burrows/[REDACTED]

TB Daily News Article with quotes from [REDACTED]

Screenshots of social media messages by [REDACTED]

By this notice you are hereby ordered to appear for an interview with Regina Ryan who will be conducting the investigation. Your presence, participation and cooperation in an interview is required on May 17, 2022 at 10:00 AM at Attorney Joseph Kittridge's office.

This interview will be solely administrative in nature. Its purpose is to discover facts and offer you an opportunity to explain events relating to the performance of your duties regarding your interactions as described above.

Pursuant to the Acton Police Department Internal Affairs Procedure 4.06, IV. Procedures, E. 6(b) (1) you are required to answer questions directly, truthfully, and completely to the best of your knowledge and recollection. Failure to do so may result in disciplinary action up to and including termination.

During this interview you have all the rights and privileges guaranteed by the laws and Constitutions of Massachusetts and of the United States including the right to Union representation.

You have the right to remain silent about any potentially criminal conduct that you reasonably believe might tend to incriminate you but this must be done on a question by question basis. You will not be disciplined for invoking your right against self-incrimination during the investigative process. You will be required however to answer narrowly and specifically designed questions



Richard C. Burrows
Chief of Police



Acton Police Department
371 Main Street



Acton, Ma. 01720
Phone (978) 929-7711

that are material and relevant to the performance of your duties that would not tend to incriminate you at the interview.

Your failure to appear at the interview or answer the type of questions as defined above will result in disciplinary action.

Richard C. Burrows
Police Chief

From: [REDACTED] <[REDACTED]>
Sent: Wednesday, May 18, 2022 1:35 PM
To: Regina Ryan
Subject: Re: [EXT] RE: [EXT] Acton

Not working with anyone from acton

On Wed, May 18, 2022 at 1:33 PM Regina Ryan <[REDACTED]> wrote:

[REDACTED],

If you change your mind and want to discuss your allegations against Officers Russell and Eracleo, please feel free to contact me at [REDACTED].

Thank you,

Regina Ryan

From: [REDACTED] <[REDACTED]>
Sent: Wednesday, May 18, 2022 7:33 AM
To: Keith Campbell <kcampbell@abschools.org>; Regina Ryan <[REDACTED]>; Rich Burrows <rburrows@acton-ma.gov>
Subject: Re: [EXT] Acton

Let's make it very clear what happened to me has nothing to do with discrimination or race.

It has everything to do with grown men liking children and being predators. Any questions ?

On Wed, May 18, 2022 at 7:27 AM [REDACTED] <[REDACTED]> wrote:

That was before I received a letter from APD. Now, you can go fuck yourself. Goodbye

On Wed, May 18, 2022 at 7:16 AM Regina Ryan <[REDACTED]> wrote:

[REDACTED],

I hope this email finds you well. I am following up on your communication with Chief Burrows and your willingness to be interviewed as part of the investigation I am conducting for the APD. I am happy to meet in person or via Zoom. Also, my schedule is flexible so please let me know what works for you and I will do my best to make myself available.

Thank you,

Regina M. Ryan

President/Owner

Discrimination and Harassment Solutions LLC



1:33



iMessage

Sun, Mar 27, 7:47 PM

Good evening - my name is Regina Ryan and I have been retained to conduct an investigation for the Town of Acton. Please give me a call to schedule a time for us to meet. Thank you

okay so I'm working with other law enforcement and I have no idea who you are, but until they give me the okay to speak to you then I'm not required to.

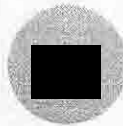
thank you for "asking"



iMessage



1:33



[REDACTED]



I understand- if you want more information about me, please view my website at dhsworks.com. Also would you please give me your law enforcement contact's phone number or ask him/her to call me.

How did you get my phone number?

From the chief of police

Have a nice day. Please don't text me again

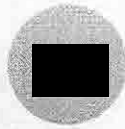
Ok if you change your mind - please let me know. Thank you



iMessage



1:36



From the chief of police

Have a nice day. Please
don't text me again

Ok if you change your
mind - please let me
know. Thank you

Delivered

I won't be changing my
mind. How
unprofessional of you
completely inappropriate
I'll make sure to let the
chief know as well that
I'm not comfortable with
my number being given
out



iMessage





**ACTON POLICE DEPARTMENT
INTERDEPARTMENTAL
COMMUNICATIONS**

To: Chief Richard Burrows

From: [REDACTED]

Date: 3/18/2022

Re: Detective Michael Eracleo

Dear Chief Burrows,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] My original memo states that during this time, a variety of topics were discussed, some related to the work, and some were unrelated topics, to which I now feel compelled to provide more details in light of the recent incidents.

During the time I spent with Det. Eracleo, many conversations took place. Initially the conversations were specific and related to work, but after some time, Det. Eracleo began to try to talk about other topics unrelated to work. Det. Eracleo began to ask about my personal life, and I was initially comfortable sharing with him what I felt was appropriate "coworker" information (that I grew up in Acton, the year I graduated high school, that my family still lives in Acton, that I have a dog, etc). Det. Eracleo then continued to ask more personal questions, sometimes sexual in nature. When these questions were asked, I informed him that I was not willing to discuss this information, and he would persist briefly before ending the questions, as I gave him no information. This happened on multiple occasions, with the same result of my informing him that I was not comfortable having those discussions and he would eventually cease the line of questioning. Due to the numerous times this took place, I am not able to recall specific details (dates, specific questions, etc) other than the one I will describe next. One thing to note is that Det. Eracleo would only attempt to engage in these conversations with me when we were alone and never in front of other people.

On one occasion while I was with Det. Eracleo at 30 Sudbury Road in the JDP office, without warning, Det. Eracleo looked at me from behind the desk and asked "have you ever heard of post nut syndrome?". When I asked what he was referencing, he stated the following: "Post nut syndrome. Like you can't really know if you love someone or not unless you have nudded in them." When I asked him why he was telling me about this, he launched into telling me that he believes that "you don't know if you actually love someone or if you want to be with them unless you have had sex with them and nudded inside them and there must be some psychological reason behind it." It was at this time I informed Det. Eracleo that I did not wish to have this discussion and shortly thereafter, I informed him that I was going to leave 30 Sudbury Road and return to the PSF, which I did, and he never spoke to me about this topic again.



I feel that it is important to document this information at this time, as I worry that Det. Eracleo may have had conversations similar to these with other individuals. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]




[REDACTED]






















**ACTON POLICE DEPARTMENT
INTERDEPARTMENTAL
COMMUNICATIONS**

To: Chief Burrows
From: Deputy Chief Cogan 
Re:  meeting
Date: March 21, 2022

Chief Burrow,

On the morning of Monday March 21, 2022 Lt. Ed Lawton and I met with 
 in the conference room to discuss the memo  submitted to you last Friday.

I explained the reason for the meeting and began to ask questions concerning the behavior of Detective Mike Eracleo.  
 Eracleo began asking questions concerning  personal life. I asked  if 
would be more specific,  replied "maybe 3 days".  said  shared some
information which  felt was appropriate and Eracleo continued to ask more personal
questions about  relationships, sometimes sexual in nature.  told Eracleo  was
not comfortable discussing  relationships and Eracleo would eventually stop inquiring.
 explained that Eracleo continued to bring up this line of questions on a daily basis.
 continuously told Eracleo  was not willing to discuss this information,  told
us that Eracleo would respond by saying things like "come on, you can talk to me". 
stated that Eracleo would only attempt to engage in these conversations when they were
alone.



ACTON POLICE DEPARTMENT
INTERDEPARTMENTAL
COMMUNICATIONS

To: Chief Richard Burrows

From: [REDACTED]

Date: 2/10/2022

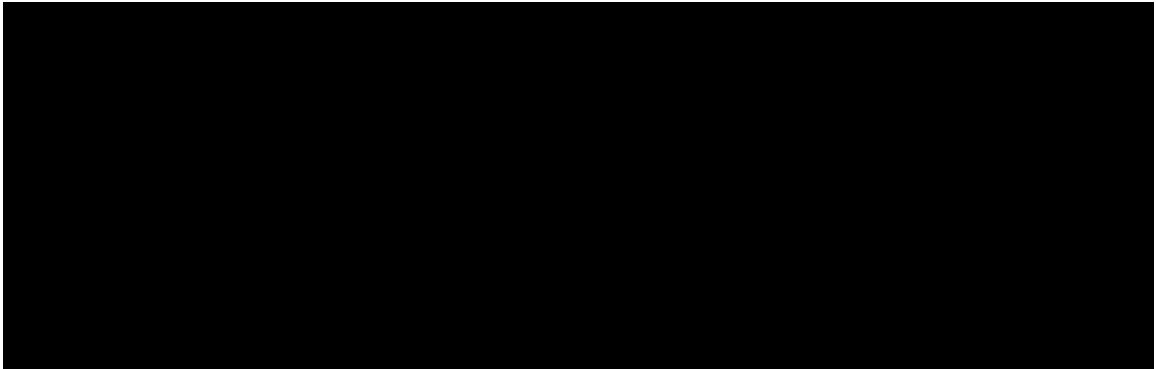
Re: JDP concerns

Dear Chief Burrows,

The purpose of this memorandum is to document some concerns regarding incidents that have taken place involving Det. Michael Eracleo since the start of my employment with the Acton Police Department as [REDACTED] on [REDACTED].

Two incidents of note are detailed below:

- On Monday 01/31/2022, while in the investigation office area of the PSF, I was speaking with Det. Eracleo about the JDP referrals and determining who will be completing the follow up contact for each referral. One of these cases involved [REDACTED] and a report from 01/28/2022 in which [REDACTED] was the alleged victim. While discussing this report, Det. Eracleo began to talk about allegations that [REDACTED] had made about himself and one of the other officers while he was acting as the SRO. Det. Eracleo stated that [REDACTED] was known to the officers for a variety of issues, including "saying that I took my dick out and put it on the desk at the school". After Det. Eracleo made this statement, [REDACTED] Det. Eracleo went on to share that he had given [REDACTED] his cell phone number in the past and "she has stayed in touch with me, reaching out at times. She would send me pictures sometimes and I had to tell her that she can't send me naked pictures but pictures in her bikini are okay". At this time, I [REDACTED]
- On Wednesday 02/02/2022, after returning from the high school at approximately 5:00pm, I was in the investigation office area of the PSF. Det. Eracleo was standing in the doorway and we were reviewing a situation that had just taken place at the high school when the following conversation took place:



At that time I walked away from the conversation and entered my office and Det. Eracleo departed the investigations area and there was no further discussion regarding this conversation.

Since starting in my role of [REDACTED], Det. Eracleo has been helpful in sharing a variety of resources and processes that were in place [REDACTED] as well as discussing some of the residents in town that the JDP team has had interactions with in the past. Some of these days in my first two weeks were spent with Det. Eracleo [REDACTED] [REDACTED] and while there, some of these discussions took place, although I also observed very little follow up contact made by Det. Eracleo with the residents (typically one follow up contact per 4 – 6 hour day), with the remaining time spent talking about a variety of things (both JDP/ police related as well as unrelated topics).

Per the discussion with Deputy Chief Cogan and Lieutenant Sturniolo on 02/10/2022, I am providing you with this written documentation of my concerns. Please reach out with any further questions.

[REDACTED]
[REDACTED]
[REDACTED] Acton Police Department



ACTON POLICE DEPARTMENT
INTERDEPARTMENTAL
COMMUNICATIONS

To: Chief Richard Burrows

From: [REDACTED]

Date: 2/16/2022

Re: [REDACTED]

Dear Chief Burrows,

The purpose of this memorandum is to document my interactions with resident [REDACTED]

([REDACTED]) on 2/16/2022.

- On Wednesday 02/16/2022, I, along with Lt. Sturniolo, went to [REDACTED]'s home to follow up on multiple voice mails that [REDACTED] had left. Upon arriving to the home, [REDACTED] initially opened the apartment door, yelled that she did not want to speak with us, and then closed and locked the door. A few moments later, she then opened the door again and began to yell "I want Mike Eracleo to be fired" among other things. I attempted to engage with [REDACTED] and she continued to yell, making statements that Det. Eracleo "raped me" and "I want him fired". After a brief dialogue, she then allowed myself and Lt. Sturniolo to enter the apartment, and she continued to yell about the same topics. Immediately upon entering the apartment, [REDACTED] looked at Lt. Sturniolo's cell phone and stated "What's that? Who are you talking to? Are you recording me?" Lt. Sturniolo assured [REDACTED] that he was not recording the interactions and showed her that it was his cell phone. Both myself and Lt. Sturniolo attempted to share with her the reason we were there and she would briefly listen before yelling. During the conversation, [REDACTED] stated that "Mike Eracleo is pimping me out", "he raped me", and "he needs to be fired". When asked if she had provided Det. Eracleo with any financial assistance, she stated "yes I did", but when asked further questions about any amount or dates, she would say "I'm not answering you". After approximately 30 minutes at the apartment, [REDACTED] abruptly asked myself and Lt. Sturniolo to leave the apartment, stating she was "going to call the FBI" and we then left the apartment. Throughout this interaction, [REDACTED] was speaking in a loud voice and had difficulty staying on one topic. She appeared to be making grandiose statements that Det. Eracleo was sending people to her home to rape her and made comments about calling the FBI, FTC, and other State and Federal agencies, [REDACTED]. She was extremely guarded and would make broad statements about accusations, but when asked further questions, would refuse to answer, [REDACTED].
- As Lt. Sturniolo and I entered the PFS from visiting [REDACTED], I received a call from [REDACTED] ([REDACTED]) who asked for myself "and that officer" to return to her home, stating "I have evidence". I asked [REDACTED] to please take pictures of any evidence and informed her that myself and Lt. Sturniolo would return to the home. Upon arrival back to

the home, [REDACTED] was observed to be calm and welcomed myself and Lt. Sturniolo into the apartment. Once inside, [REDACTED] was observed with a camera around her shoulder and she stated that she was "not as upset as before". I asked [REDACTED] if she was able to show us the evidence she spoke about, and she brought out her cell phone and began going through her email. She was able to pull up multiple emails that were from various senders and was insistent that I take pictures of the emails (pictures taken have been provided to Lt. Sturniolo). Throughout the discussion, I asked [REDACTED] questions about the money she reports she had given to Det. Eracleo, and the following are statements she made:

- When asked how she provided him the money, she stated "I sent it to his house". When asked if she knew his address, she recited an address in Westford.
- When asked if she sent cash or other forms of financial assistance she stated she gave him both cash and gift cards.
- When asked how often she provided him with money, she stated that it had been multiple times, dating back to "May 5th", but did not state a year.
- When asked if she sent the money with anything, she stated she would send the money "with cards...Christmas cards, you know".

Although she did answer the questions asked, she would then state "I know what you are asking" and provide no further details. Lt. Sturniolo then asked [REDACTED] if she had any record of these transactions and [REDACTED] stated that she had "credit company statements" and shared that she "can call and get a record of them". I asked [REDACTED] if she would be able to obtain these records and she stated she would do so. During the second visit to the home, [REDACTED] was observed to be relatively calm and less tangential than she was during the first visit. By the end of the second visit, she was able to thank myself and Lt. Sturniolo for coming back and stated she would contact me the next day to provide more "evidence".

Please reach out with any further questions.

[REDACTED]

[REDACTED]

[REDACTED], Acton Police Department

One to FBI, district
attorney, and state police!

Friday Feb 18, 2022
2:57 PM Page 1 of 9 pages
-Completed partially
3:40 PM Feb 18, 2022

Dear Richards Burrows,

I am

Acton, MA, 01720. My D.O.B is

I am a former National Honor Society Member
and Nursing Student and I was in Dean's List
in college. I am very smart, very gutsy, very
strong, a Christian, and I have numerous positive qualities

I am writing this officially to press charges
on Detective Mike Eracko who abused
his power as a family officer and he did me
wrong and I will explain. My goal is to
get him arrested and I want him in prison
to pay for his crimes. I should say numerous
crimes. Let me start telling you. He threatened to
murder me over and over, he threatened to beat me
and whack me over and over, he pimped my body
against my will. He broke into my apartment
and drugged me and had numerous people
rape me. I don't eat in my bedroom and I see
all these spots next to my bed and I wonder what
they are. I said to myself, I think they are
cum (sperm) stains from the rapists. I want
paternity tests. He committed Identity Theft.



Once again, he committed identity theft, hacked my phone, hacked my gmail (Email) hacked facebook, google and God knows what else.

I have ~~film~~ ^{proof} of him trying to get loans for his ex-wife Jill Eracleo. I have solid ~~proof~~ evidence from a credit union with specific Loan numbers and I spoke to Sam ^{Sentima} and Alyssa the supervisor and I said, it wasn't me taking out the loans and I said I know who it is. ^{Wobles Credit Union - different branch} I know a way Michael Eracleo, detective with the Acton Police Dept. and they said whoever did this crime will be arrested and lose his job.

because I told them he is a cop! I talked with the F.B.I., District Attorney Office, National elder fraud hotline, he tried taking a 10,000\$ loan and a 8,000 dollar loan cut and I have proof. He made my credit score drop from a 730 to 690. The key factors of what he caused that adversely affected my credit score that he caused is

- ~~① Proportion of loan balance to loan amount is too high~~
- ① Proportion of balance to high credit on Bank revolving or all revolving
- ② Proportion of Loan Balances to Loan Amounts Too high
- ③ Too many inquiries Last 12 months
- ④ Length of Time Accounts have been established

- I have this in writing from a credit union!!!

3:39 pm and says she wants to go home. This is a partial police report and I will continue Feb. 21, 2022, and please submit. Thank you very much and I don't trust the Acton Police, Acton, MA

Page 3-

She messed with me

Dear Mr. Richard Bullock

D.O.B. page 3

This is [redacted], page 3. I want to tell
you I woke up with BLOOD on me a couple different
times and I didn't have cuts on my forearms where the
blood was and I think the blood might have come
from when they (the rapists) raped me and I have
had trouble physically from the rapes with burn pain
and vagina pain and trouble urinating. I think it's
from the date rape drugs they were giving me.
Mike Eracleo told me he got people in Lowell to rape me.
I was having so to go telephone calls a day at time
and I was wondering what is going on. They were
probably "Johns" looking for action. I can provide
some phone numbers and attach to the report. I need
forencics in my bedroom for the cum stains. I need
forencics for DNA and evidence of drugs in my hair.
I found blood dripping on my door about 2 feet long
and I want ~~forencics~~ forencics.
This is uncomplete, I have other things to say!

Thank you

Mike Eracleo is going to prison or getting fired
and I am suing him!

Page 4
continued from
Feb. 18, 2022
Please forward to L. B. I. state police, District Attorney
Dear Police Chief Bulow, + my future Attorney!

Case # 69696969696969
69

This is a continuation of my police report. I am in my apartment on Friday night at 6:40 pm Friday Feb. 18, 2022. I have to secure my doors so the rapists don't come in and I want to sue for damages. I want to get a Attorney and Detective Mike Eracted's house and sue him for everything he is worth for PAIN and suffering and I definitely want him fired and Bubba my friend is going to help me. God and Jesus are going to help me and they will take vengeance because that's how God operates and he loves me! I have congestive heart failure and my dying wish is to see Mike Eracted lose his job, lose his house and money, go to prison, and pay for all the pain and suffering he caused. Mike Eracted was pimping me and he showed up at Ace Hardware in Lovell with a German Shepard to scare and intimidate me because I told him I am **NOT A WHORE**. He was making PIMP money on rapists raping me. I know something was going on because there was BLOOD on me 2 different mornings when I woke up. I want forencis done of my bod and rug! for Blood + hair + skin cells, and sperm. I didn't have sex for 12 years + I was a secondary Virgin and

case # 6969696969

Feb 18, 2022

Page 5

he stole my Innocence + reputation. I might have
HIV, aids, herpes, ^{I don't know how to spell} Chlamydia, Syphilis, gonorrhea, disease
and God knows what else. I am going to see
a doctor. I want this ~~to~~ so called MAN
(Beast) to fry in Prison He had another
Action Police Officer raping me and they tried to
kidnap me one afternoon Feb 12, 2022 + I told ~~the~~
the guy don't touch me or I'll hurt you. This was
organized crime I believe. He is Italian +
I think it was mafia - after me. I am not
afraid of the mafia + they can go to HADES
the Lake of Fire!! A doctor says I've been
this more than most and I will take on
the Mafia if I have to. People have to
be afraid of God and Jesus + not the mafia!
because God is very powerful + I am his child.
I am going to write a book + have a movie
+ be a multi millionaire by the time I am through
my life will never be the same after these
scapists + bastards! Mr. Burrows listen to the
Song by Alice and chains called Red Rooster. I am
Rooster Rooster! I am a Christian Soldier
- listen to the Ballad of Jane!
Listen to "There was Jesus Dolly Parton!
and ~~the~~ Rock" only God knows why!"

Case # 6969696969696969

Page 6

Dear Mr. Burrows, Please forward to F.B.I, District
Attorney, FTC, Health and Human
Services, State Police + my future
Lawyer -

I forgot an important piece of information. When
I was getting raped repeatedly in a row, ~~the~~
Mike Gracles was video taping me getting raped
so it might go all over the world. I want money
for damages and I want a top notch attorney
and I'll sue the Actor Police, Mike Gracles, the
town, and every body that's responsible. It is
disgusting. My life is damaged forever. I have
3 locks on my door and a chain and a rope so hopefully
no one comes in and I use a chair to block for safety!
I want a service dog to bite anybody that comes in
against my will!!!! I am going to call him
Big Bubba! Nobody will mess with me and Big Bubba!
Mike was my friend then he pulled a 180° on me!
I didn't know he was so wicked and evil!
He's a Sekyl and a devil! I want his reputation
damaged just like he damaged mine. I don't
know how many of the Actor Police raped me.
I saw a nurse practicing about my urinary
problem globally caused by the rape + will follow
up. I want all the money Mike stole in my
name and he thinks he is so smart. He told me
Mr. Burrows that you and him are lovers and
that's probably why you ignored my phone calls and I called

You 7 or 8 times and you didn't call me probably because he's your ~~love~~ lover and I don't care if people find out you a queer!

I am not afraid to call you and Mike that.

If the shoe fits, wear it. I am getting out of this God damn town because the police are awful. How many times did I call the station and nobody ~~gave~~ give a care! I must have called 25 times before I got any help. **SHAME ON YOU!** You a bunch of ~~criminals~~ criminals, maybe not all of you,

but definitely some of you are. I hope people look down on the Department.

~~I~~ Your department deserves it! I am not afraid to speak my mind. I am dying and what do I have to lose! I am leaving all

the money to my favorite nephew ~~and~~ and my favorite brother! Mr. Burrows I ~~knew~~ knew they were on my balcony ready to come in and gang bang me so I left my house around 2 AM + drove to the back parking lot and I soaked down my windows and yelled to them! I said, "SO LONG SUCKERS!" and got out of their like a bat out of Hell! I laughed so hard because I know I got away + left them all! I am going to have the last laugh and laugh all the way to the

BANK!!!

Dear Mrs. Burrows,

ya have to have ~~some~~ some humor and I haven't
lost all my sense of humor. I kept repeating
to mike, I AM NOT A WHORE!
He said I was good in bed and
the rapists liked having sex with
~~me~~ me! D'isgusting! He said he couldn't
tell me the awful things they did to me
and I wanted to berterate I found God on me
after they raped me! The ~~old~~ old police chief
Mr. Chronopolous in Tyngsboro told me before that
~~men~~ "men are beasts" and he wasn't kidding!
I went to church with him and that's how I knew
him. I kept telling Mike to accept Jesus
and ask for forgiveness! He even asked me
to marry me. I want to say it again. He asked
me to marry him and be a whore to pay the bills!
????? OMG OMG OMG
who does he think he is! It would be
Marriage from Hell in a Hand Basket!
Mrs. Burrows, I am going to forward all this
information to the State Police, FBI, my Attorney and
District Attorney, FTC, Health and Human Services
and maybe to President Biden! If you going to go for
it, go to the TOP! You will see the movie in
a few years!

PEOPLE will NOT

FORGET

The world will KNOW!!!
GOD TAKES VENGEANCE

I want
you to
have my
DNA!

made
right
finger

can someone reading this please buy me
a service Dog! A Labrador Retriever

off by the way, I have guts,
moxy, strength, B... God, Jesus,
angels, the Holy Spirit, and Bubba!
Mr. Burrows I have a fatal heart attack,
I want Mike Bracted to BLAME! I am
probably leaving town for a while and I think
a hit man is coming for me! Once the word gets
out, there's going to be a lot of trouble for Adon Police.
O'd retire now, Mr. Burrows

middle left finger just for DNA!

Signed

Zena the warrior is my nickname - the



Acton Police Department

Chief Richard Burrows

371 Main Street

Acton, MA 01720

Page 10

to pay 1081,

Jesus loves
Mike Eracko
even after he raped
me, threatened to murder me,
committed identity theft,
raped me, committed many FELONIES!

Citizen's Complaint Form

Instructions:

It is the policy of the Acton Police Department to investigate all complaints against the department and/or a member(s) of the department, regardless of the source of such complaints, through a regulated, fair and impartial Internal Affairs (IA) Program.

If a person has such a complaint, it may be filed with the on-duty supervisor, Lieutenant, Deputy Chief, or the Chief of Police. A report on your complaint will be taken and investigated by an appropriate member of the department.

You may file your complaint verbally or in writing, however writing is preferred so there are no misunderstandings or inaccuracies. Please fill out the attached complaint form with as much detail as possible.

*** TO BE COMPLETED BY THE COMPLAINANT***

Date of Incident 11/19/22	Time of Incident different times	Date Reported 2/19/22 (DS)	Time Reported 19:26 (DS)	Complaint made against (name or description) Detective Mike Eracko
Location of Incident Acton, MA 01720				
Complainant's Name Edith V. Banks		Phone # [REDACTED]	Email Address [REDACTED]	
Name of Person Assisting Complainant GO David Jesus		Phone # 1-800-N-HEAVEN	Email Address [REDACTED]	
Witness Information (Name, Phone #, Email Address etc.) God saw it all and will take action! When he going get tough, the tough get going! Look at my face back page, you can't be laughing so pitiful!				

Details of the Incident: Please provide a full description of the circumstances that prompted your complaint. Attach supporting documentation, as appropriate; including letters, emails, photos, video, and audio recordings, etc.

Detective Mike Eracko from the Acton Police raped me and had other people rape me. See attached report. He committed identity theft in my personal information information + probably got thousands of dollars in my name! my new name is Mary Magalene! There is nothing wrong with creativity!

(Attach additional pages, if necessary)

I have read or had read to me, the above and attached complaint and statement consisting of 11 pages. All of the answers are true and accurate to my knowledge. I understand that filing a false report of a crime is a violation of M.G.L. 269 s. 13A, and could result in my arrest and being fined and/or imprisoned.

Complainant's Signature

Date and Time Signed

Feb. 19, 2021 9:30 pm

Signature of Parent/Guardian
(If the Complainant is Under 18 yrs)

Date and Time Signed

Departmental Use Only

SGT. JOACHIM #94
Received By: Rank/ Name/ ID Number

2/19/22
Date

21:30
Time Received

Lt. Sturnolo #79
Investigated By: Rank/ Name/ ID Number

2/21/22
Date

16:00
Time Received

22-2976
Case Number

Copy Given to Complainant: In-Hand



Email



Certified Mail



Acton Woman Alleging Sexual Misconduct By 2 Cops Already Had Her Complaint Investigated, Has Frequent Run-ins With The Law, Wants Me To Apologize But Won't Answer Questions

Uncle Turtleboy · 5 days ago · 18,152 · 4 minutes read



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Help our organization by donating today! All donations go directly to making a difference for our cause and the news you love.

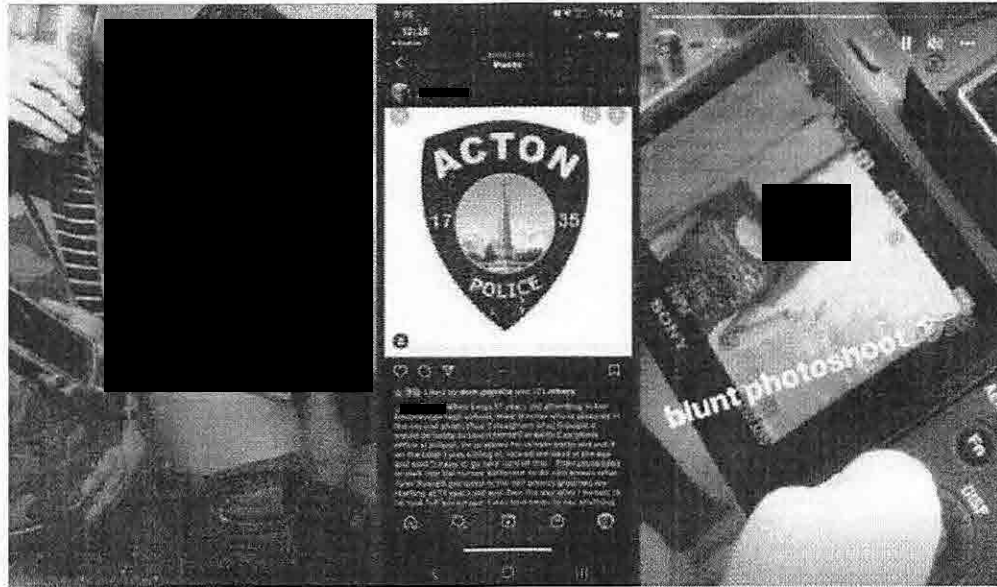
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Yesterday we published a blog about a [REDACTED] student from Acton named [REDACTED], whose viral Instagram post alleging sexual misconduct on the part of two Acton police officers led to their suspension and pending investigation. She alleged two things:

1. One officer put his penis on a table inside the Acton-Boxborough school resource officer's office, then made a comment about finishing himself off in the nurse's bathroom
2. A second officer "groomed her" and then tried to sleep with her once she turned 18

The first allegation was criminal and was incredibly hard to believe. The second allegation was creepy, but not against the law. Additionally it appeared as if this girl had been drinking alcohol at 21+ nightclubs while still in high school.



8:05

LTE+ 74%

12:38

Search



Posts



Liked by [redacted] and 171 others

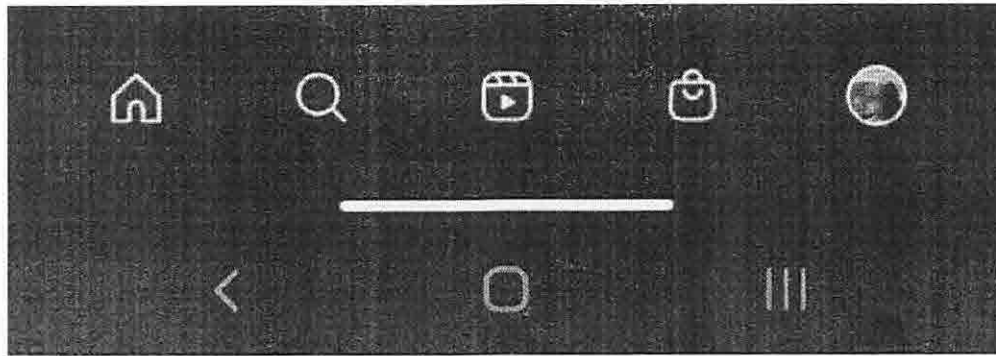
[redacted] When I was 17 years old attending Acton Boxborough high school, Mike Eracleo who is pictured in the second photo (has 2 daughters btw) thought it would be funny to touch himself in Keith Campbells office at school. He grabbed his private parts and put it on the table I was sitting at, looked me dead in the eye and said "I have to go take care of this." Then proceeded to walk into the nurses bathroom to do who knows what. Tyler Russell (pictured in the last photo) groomed me starting at 17 years old and then the day after I turned 18 he took full advantage. I was told never to say anything because "I'd ruin their lives". But what about mine? I never thought I'd turn to social media but when the system is this corrupt and these are the type of people working with our CHILDREN (THEY WORK IN ELEMENTARY SCHOOLS TOO & BEHAVIORAL SCHOOLS) and NOTHING is done about it, I feel like I have no choice. The rest of there little pedophile station continues to harass me daily and I've spoken up about what happened to me and NOTHING was done about it. #AB #Acton #Actonpolice

[View all 15 comments](#)

[redacted] the way that the system in our country is so fucked up is crazy. the amount of stories ive heard of cops and nothing is done about it is crazy im so glad that you have the courage to be able to speak up about it



4 hours ago

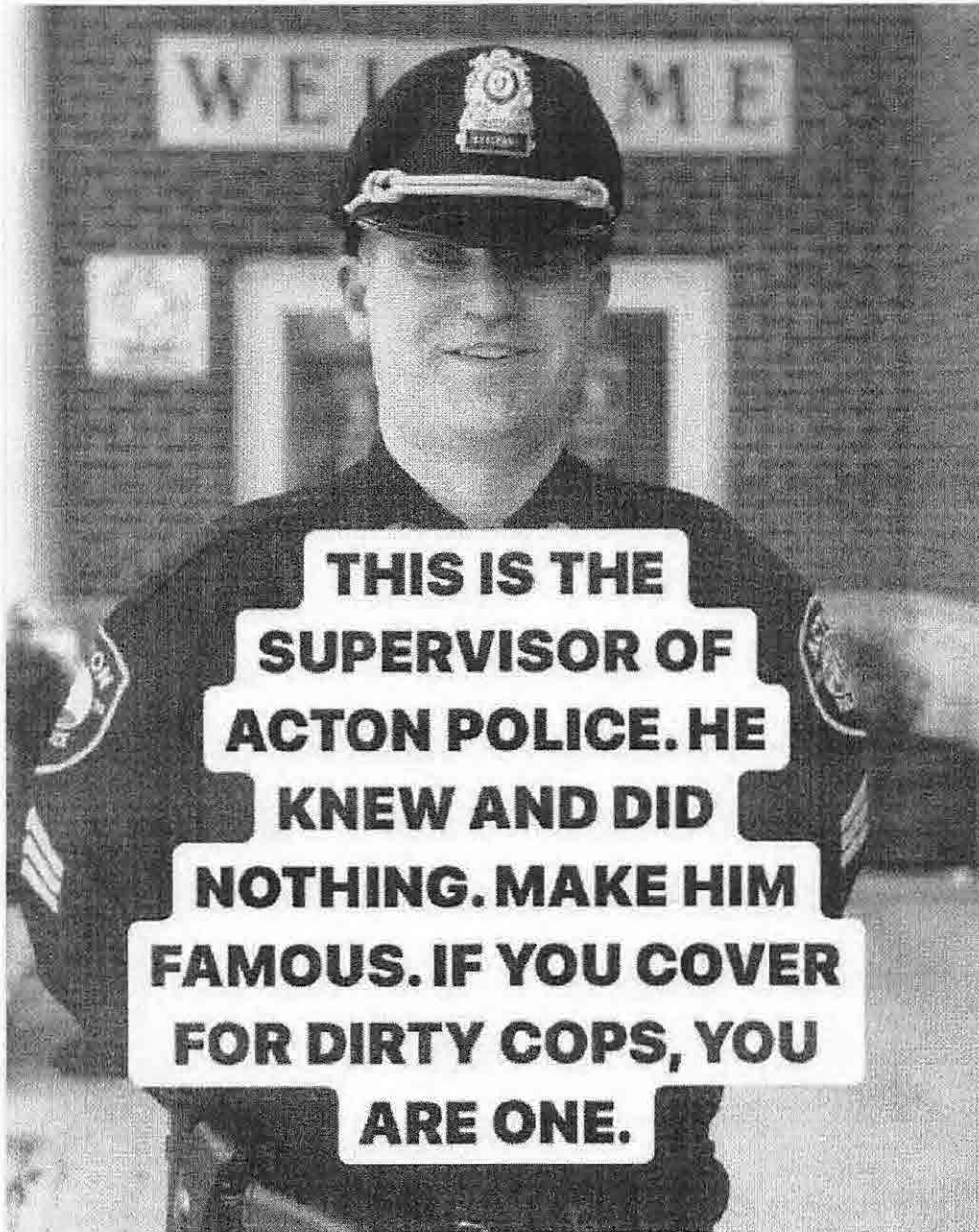


I had my doubts that what she was saying was true, then she posted more things on IG that made me believe her even less. First was a vague post calling an unnamed Sgt a "dirty cop." She asked her followers to "make him famous" by blindly sharing it.



[Redacted Name]

...



333 likes

[Redacted Name] I'll let social media do it's thing. ❤️

"I'll let social media do its thing."

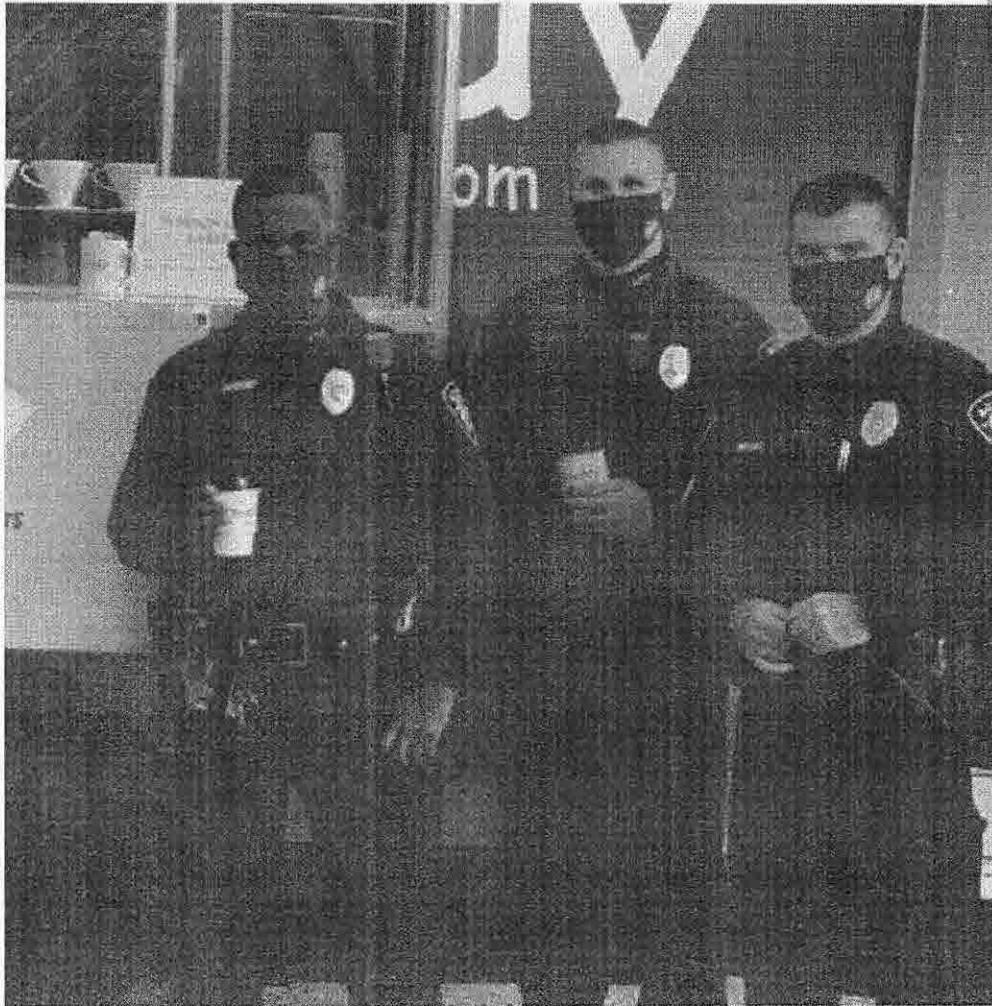
Most people who want justice let internal affairs and the courts do its things.
Others value likes and shares.

Then she shared another post with a picture of 3 cops, one of who recently pulled her over for speeding. According to her they threatened to smash her window for no reason in order to intimidate her, presumably because she possesses top secret information that makes her a threat to the deep state!



[REDACTED]

...

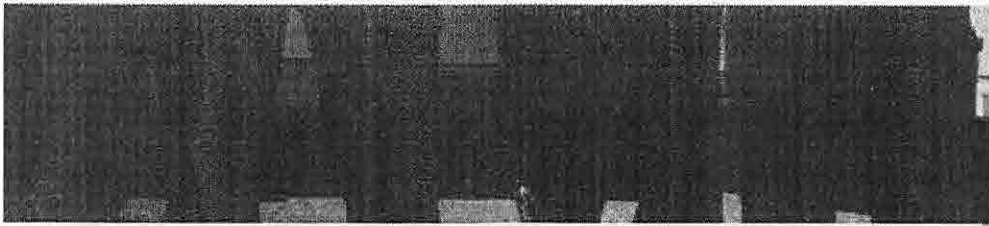


323 likes

[REDACTED] standing from left to right, Officer Wiggins



Posts



323 likes

_____ standing from left to right, Officer Wiggins who pulled me over a few days ago for speeding. Gave him my registration and then I waited in my car with my window rolled up. I was crying and on the phone. He then came back to my window and decided to pull out his Baton, gave me the death stare and started tapping my window with it. He was going to smash my windows for NO reason. I was about to be covered in glass. When I say "intimidation" I quite literally mean INTIMIDATION. luckily I'm not scared of any of them. Next to him is Tyler Russell, what a coincidence right? And the last guy is the supervisor who allows police misconduct and intimidation to get victims to shut their mouth. I told them next time to pull out a gun at a traffic stop because the only way I'll be quiet now is if they kill me.

[View all 9 comments](#)

_____ @ _____ is breaking someone's windshield a valid response to speeding?



_____ Wow this is unbelievable



17 hours ago

So she's unstable, likes to break the law, and cries uncontrollably during traffic stops. She's almost as credible as Christine Blasey-Ford.

I took it upon myself today to contact the Acton Police Department and found out that _____ has dozens of call logs under her name. She frequently

speeds through town, yells at police officers, acts like an entitled princess, and then cries victim.

She also failed to mention that she already reported this alleged incident to the Acton Police two years ago, and they launched an internal affairs investigation that ended up with both officers being cleared. However, in light of the viral IG post the gutless Police Chief Richard Burrows announced that he was going to have DA Marian Ryan's office investigate the non-incident instead.

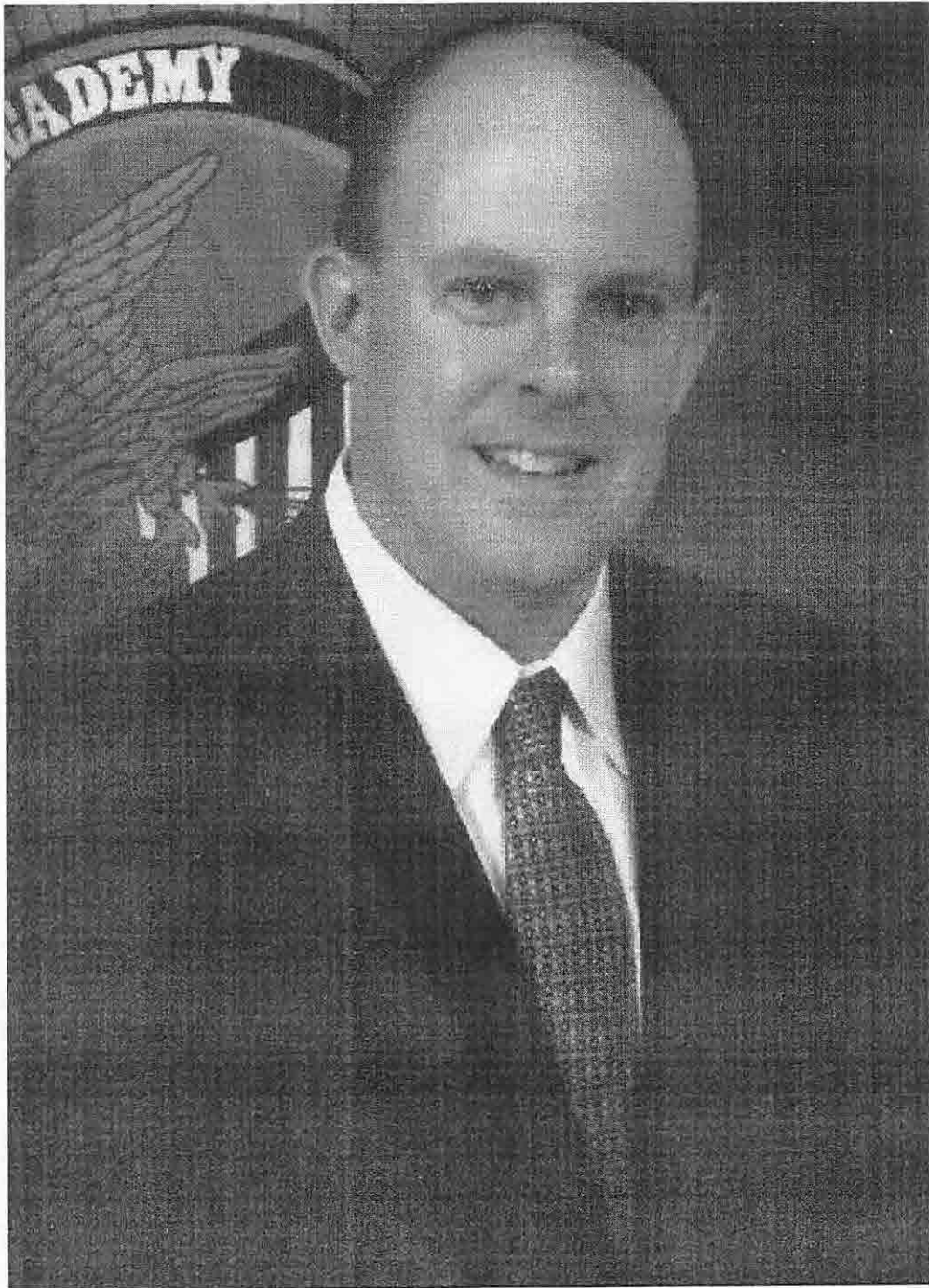
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Keep in mind, Marian Ryan's Office still has not completed their investigation into Mikayla Miller's death, even though the medical examiners ruled it a suicide. There is no elected official more cowardly, and easily swayed by a mob, than Marian Ryan.

██████ also allegedly spit in an officer's face in North Carolina when she was 16 years old, leading to her arrest, according to something called Charlotte Alerts News.

Seems totally out of character for this otherwise stable young woman.

██████████ herself reached out to me yesterday on Facebook to tell me that my blog urging people not to jump to conclusions was really hurtful.



5



Active 54m ago



MON 10:32 PM



Your post is really hurtful

You can now message and call each other and see info like Active Status and when you've read messages.

these men took advantage of me when I was still a kid? They knew I came from a broken home. One of them has daughters.

I really hope you take it down it's not right what your doing. This is why I wasn't ever going to tell anyone

it probably would've happened to more girls

If it already didn't

anyways I get this is just what you do, it's fine. Have a goodnight

She offered no evidence at all that she was groomed, or that the incident with the dick on the desk at school happened, so I asked her some questions. She couldn't answer them, and went on about how dangerous the police were.



Active 54m ago



MON 11:15 PM

Why would I take it down? You posted it on instagram and wanted the attention

How were you groomed? And was anyone in the room when the cop put his dick on a table in front of you?

2:53 AM

I wanted people to know who they were. I wanted them to stop being around more kids so this doesn't happened again. They work in behavioral schools with vulnerable kids bro

like do you have a phone number I can call you and explain everything

They are always around kids from the high schools and elementary schools still to this day

She claimed that a teacher quit over the dick on desk incident, and that she lied to cover up for him. She alleged that they were pedophiles who were harassing her, and that one of them made empty promises to get in her pants.



Active 54m ago



When Mike grabbed his dick and put it on the table a teacher ended up quitting

I lied and covered for them because I was scared

Two years the later they continue to harass me

I did this to open people eyes. Mike is just all around a pedophile and Tyler on the other hand would tell me whatever I wanted to hear. He would make empty promises and acted like he cared about me just to get in my pants

That's what I mean by grooming

They gained my trust over a long period of time

None of this happened in a single day . It didn't happen over night


But why did the teacher quit? How did she cover it up if she already reported it years ago? Thus far she had done nothing to make herself sound like a serious person making a serious allegation.

She then told me that no one saw the dick on desk incident, that she wasn't doing this for attention, and that I owed her an apology.

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Help our organization by donating today! All donations go directly to making a difference for our cause and the news you love.

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Active 54m ago



No one saw what Mike did. You think he would do that if there was people there?

They knew there was a power imbalance and they knew I was an easy target

They couldn't just do what they did to me to anyone from this town

you don't have to believe me but I want you to know that once this investigation is over and they find everything, you owe me an apology.

It's not right to bash me when I'm literally already going through more than you can possibly imagine. I didn't do it for attention. I did it because it's my last resort



[Redacted Name]

Active 54m ago



when all the police in this town are buddies and cover for each other and I have to get my voice heard, social media seems to be the only way. I'm sorry if you don't see that but eventually the truth will come to light. Have a goodnight

Ask yourself this: why would I put myself in this bad of an unsafe situation going against all the corruption from POLICE if I was "doing it for attention" or lying?

I don't hate the police. I still continue to trust that there's a lot of good out there. More good than the bad.

and I have to keep that little bit of hope alive

But you can think whatever you want like I said. I would like an apology from you once this is all said and done though.



But if nobody saw the incident then how does she know it happened? Why did a teacher quit over an incident they didn't witness? Was he erect? Was he masturbating? Was he just standing there aimlessly with his balls on the table in an empty room before he was interrupted? And if this wasn't for attention why did all her posts on social media specifically say she wanted people to share it for attention?

I asked her these questions.



Active 55m ago

6:44 AM



✎ You replied to

No one saw what Mike did. You think he would do that if there was people there?

But you said you saw it

✎ You replied to

It's not right to bash me when I'm literally already going through more then you can...

Where we're you bashed? The blog said that people shouldn't be tried in the Facebook court of public opinion

✎ You replied to

When Mike grabbed his dick and put it on the table a teacher ended up quitting

What teacher quit? Why would they quit if you said nobody saw it? Was his penis erect when he had it out in the table? Where was the resource officer for this



Active 55m ago



I lied and covered for them
because I was scared

Lied to who? Who questioned
you about this? How did they
know it happened if no one was
there?

↩ You replied to

Two years the later they
continue to harass me

Do you have evidence you're
being harassed?

↩ You replied to

I did this to open people eyes.
Mike is just all around a
pedophile and Tyler on the oth...

Do you have text messages of
him trying to get in your pants?
When did it happen? When did
the dick on table incident
happen?

She wouldn't answer any of them, and instead asked me what I would've done
in this imaginary situation.



Active 55m ago



11:32 AM

Jesus turtle boy

okay before I answer all of your questions can I ask you one?

what would you have done? In my situation

would you have just taken it to the grave? Never told anybody?

I understand your very pro-police and believe it or not I am too. But I'm pro-GOOD police. The ones who do their job without all the extra shit. The ones who care and the ones who don't take advantage of power. I still have police officers that I trust and currently working with on this. This isn't something to bash all police just the ones who were inappropriate and took advantage

Jesus Turtleboy!

Then she claimed that the teacher who was fired also covered for him, while offering no explanation or evidence to back any of that up.



Active 55m ago



Filed a complaint. I found out that you did that 2 years ago and this has already been investigated and settled

no I never filed a complaint

the teacher told and I covered for him.

Yes you did, I pulled up public records from internal affairs

most girls don't tell directly right after. That's why there's a statue of limitations

I told the officer just a few weeks ago to his face

Can you answer my questions

About 4 weeks ago I wanna say

Do you want to call me and ask whatever you want? I'm willing to talk about it over the phone

After that she declined to come on the Live Show and blocked me on IG. Her account is now private.

Somehow this mentally unstable drunken coed who constantly breaks the law and has heated run ins with police is being taken seriously on a matter that has already been investigated two years ago, because a bunch of idiots shared her story on social media. Now people are urging State Senator Jamie "Captain Planet" Eldridge to jump in, since everyone knows he hates law enforcement and LOVES criminals.



Comments



██████████ I'll let social media do it's thing. ❤️

17h



██████████ I'm so very sorry to hear this has happened to you. It may be of some help to contact @senatorjamieeldridge office. My son had issues with his high school during a period of illness where they completely dropped the ball helping him graduate. I went through the guidance department, principal, superintendent (she was too busy to help her student because she was working on her phd) and school committee. They were useless so I went right to the top and was the squeaky wheel. Senator Eldridge's office made shit happen. Involve everybody!



10h 5 likes Reply

This is exactly the kind of moron who would believe a person like this.

Rich Burrows

From: Douglas Sturniolo
Sent: Thursday, March 3, 2022 6:05 AM
To: Rich Burrows; Jim Cogan; Ed Lawton
Subject: FW: [REDACTED] Sexual Assault kit Lowell General Hospital

----- Original message -----

From: Christopher Browne <cbrowne@acton-ma.gov>
Date: 3/3/22 12:01 AM (GMT-05:00)
To: Douglas Sturniolo <dsturniolo@acton-ma.gov>
Cc: David Joachim <djoachim@acton-ma.gov>
Subject: [REDACTED] Sexual Assault kit Lowell General Hospital

On 3-2-22 at approximately 10:20Pm Acton Police received a phone call from Lt. Bonasoro Ma. State Police Danvers Barracks (978-538-6020 Danvers Barracks). Lt. Bonasoro first spoke with shift supervisor Sgt. David Joachim. Sgt. Joachim then advised me of this phone call. Sgt. Joachim provided me Danvers Barracks phone number to check in with Lt. Bonasoro to see if a rape was being reported and an investigator was needed. Lt. Bonasoro was reporting that State Police Concord Barracks had just received a phone call from Lowell General Hospital Main campus requesting they take possession of a sexual assault kit just completed at Lowell General Hospital. The patient is [REDACTED] [REDACTED] Acton. Lowell General contacted Ma. State Police because [REDACTED] was claiming the suspect is an Acton Police Officer. Lt. Bonasoro was checking on any information we had concerning [REDACTED]. Lt. Bonasoro told me that he would be contacting Ma. State Police investigator assigned Middlesex District Attorney Office to follow up on this incident.

On 3-2-22 at approximately 10:45Pm I received a phone call from Tpr. Patrick O'Keefe (cell 774-239-6714) assigned investigations Middlesex District Attorney office. Sgt. O'Keefe told me that Ma. State Police would be taking custody of the sex assault kit at Lowell General Hospital. Tpr. O'Keefe said that he would be checking with Lowell General Hospital to see if [REDACTED] was still there to speak with her.

Detective Christopher Browne
Acton Police Department
371 Main St. P.O. Box 2212
Acton, Ma. 01720
978-929-7524
cbrowne@actonma.gov





**ACTON POLICE DEPARTMENT
INTERDEPARTMENTAL
COMMUNICATIONS**

To: Deputy Chief James Cogan

From: Lt. Douglas Sturniolo

(DS)

Date: 3/08/2022

Re: [REDACTED] / Det. Eracleo Complaint

Deputy,

On February 15th, 2022, I spoke with Det. Eracleo regarding the JDP and his schedule. During this conversation, Eracleo mentioned how [REDACTED] came to see him today in the PSF lobby. Eracleo stated that he found it strange that [REDACTED] had asked him for money. Eracleo then asked me what I thought. I told him I did not know her financial situation and would not be surprised if she needed money.

Eracleo stated that [REDACTED] was "smirking" when she said it to him and asked me if I thought that she was the one who had been sending him cards. I asked him what cards he was referring to. Eracleo said he receives anonymous cards addressed to him from "me" and maybe that is why [REDACTED] was asking him for money. I asked Eracleo why he would think that [REDACTED] would think he had money and what did that have to do with the cards. Eracleo said he receives random "thank you" cards with "gift cards and money".

I asked Eracleo how many he received and he said "I have no idea, I have been getting them for a while". Eracleo then said there are many people in town with the name [REDACTED]. I then asked Eracleo why he said [REDACTED] if they were anonymous. Eracleo said some of them have the name "[REDACTED]" on them. I asked Eracleo how much money or amount of gift card he receives. Eracleo stated "\$5, \$10, all different amounts". I asked Eracleo if any amount was over \$50 and he stated "yeah, some are \$100". I asked Eracleo if he told anyone and he said that he told Sgt. Krug. Eracleo stated that Sgt. Krug told him that he would get back to him on what to do. I asked Eracleo if he had any of the cards. Eracleo said that he threw them all out. I asked Eracleo if he threw out the gift cards and he stated "no, I spent them." I then advised Eracleo that I would have to look into this further and get back to him.

On February 15th, 2022 at approximately 3pm, I spoke with Sgt. Krug and asked him if he was aware that Det. Eracleo had received money or gift cards in the mail. Sgt. Krug stated that he remembers Eracleo telling him that he received \$20 in the mail at his residence in Westford and he did not know who sent it. Sgt. Krug stated that he didn't think much of it and Eracleo never mentioned it again. I asked Sgt. Krug when this occurred and he believes it was several weeks ago.

On Wednesday, February 16, 2022, at approximately 4:30 pm, myself and [REDACTED] responded to [REDACTED], to speak with [REDACTED]. [REDACTED] appeared very upset that we were there but eventually agreed to let us in to speak with her. [REDACTED] continued to tell us "Det. Eracleo should be fired, he raped me". When [REDACTED] was asked to provide any details she would yell telling us "I don't trust you, I'm calling the FBI". I asked [REDACTED] if she had sent Det. Eracleo money in the past. [REDACTED] stated "yes, cash and gift cards". When I asked [REDACTED] if she could tell me more about the allegations she advised us that she does not trust the Acton Police and that she was reporting everything to the State Police and FBI. I again asked [REDACTED] if she would speak with me regarding the allegations and she refused. During this time [REDACTED] advised [REDACTED] that she could reach out to her at anytime and left her business card. [REDACTED] asked us both to leave at this time which we did. Shortly after returning to the PSF, [REDACTED] received a call from [REDACTED] requesting we return to her apartment as she had "evidence" she wanted to show us. We then responded back to [REDACTED]'s apartment.

Upon arrival we were greeted by [REDACTED] who was now calm and welcomed us inside. When [REDACTED] was asked to show us the evidence [REDACTED] would only allow [REDACTED] to take pictures of her phone. [REDACTED] took pictures of emails that [REDACTED] had on her phone (see attached). The emails appear to be some type of sweepstake or money offer with the name Eracleo as the recipient. No email address was shown and [REDACTED] would not provide any further details. Several of the pictures are unreadable as [REDACTED] would not let us hold her phone and she kept moving the phone as [REDACTED] attempted to take pictures. 11 pictures were taken and all are attached. See attached report from [REDACTED] [REDACTED].

On February 18, 2022, [REDACTED] received a call from [REDACTED] requesting to meet at the PSF. At approximately 3pm, I met with [REDACTED] and [REDACTED] in the lobby. [REDACTED] stated that she would not speak with me but would be willing to speak with [REDACTED] in private. At this time I escorted [REDACTED] into the EOC with [REDACTED] and then waited outside the door in the PSF lobby. During this time, [REDACTED] wrote out a statement (see attached) addressed to Chief Burrows.

On February 19, 2022, Sgt. Joachim spoke with [REDACTED] in the PSF lobby and she was provided a copy of the Acton Police Department Citizen's Complaint Form. [REDACTED] took the form and said she would fill it out at home. Later that evening, Sgt. Joachim picked up the completed form from [REDACTED]'s apartment (see attached).

On February 23rd, 2022, at approximately 3pm, myself and [REDACTED] responded back to [REDACTED] [REDACTED]'s apartment for a follow-up. Upon arrival, we were greeted by [REDACTED] who welcomed us inside. The three of us sat down at the kitchen table. [REDACTED] began to tell us that she did not want anything done to Det., Eracleo but would like him to get "a slap on the wrist". [REDACTED] asked [REDACTED] if she would tell us anything about the allegations and she refused. I asked [REDACTED] if she could tell me more about the money she sent Eracleo and she confirmed that she sent both money and gift cards but would not say anything further. I advised [REDACTED] that if she changed her mind she could give me or Beth a call.

On March 2nd, 2022, at approximately 10:30 pm, I received a phone call from Detective Browne advising that he received a call from Lt. Bonasoro of the Massachusetts State Police regarding [REDACTED]. Browne advised that [REDACTED] was at Lowell General Hospital reporting that she was raped by an "Acton Officer". Lt. Bonasoro advised that [REDACTED] did not want to report the incident to any police agency and that the Lowell General Hospital S.A.N.E. nurse conducted a

sexual assault evidence collection and requested the MSP to pick up the kit. Lt. Bonasoro advised Browne that a trooper assigned to the Middlesex DA's Office would retrieve the kit (See Incident 2022-3674).

On March 3rd, 2022, I was advised by Det. Browne that [REDACTED] was being held at Lowell General Hospital [REDACTED].

Respectfully,

Lt. Douglas Sturniolo

Acton Police Department

P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711



Incident Number: 2022000003674

File No: N/A

Dispatch Incident Number: 2022000003986

Print Date: March 8, 2022

Printed By: dsturniolo

Incident Report

Incident Information											
Occurred On/From	Day of Week	Date	Time	Occurred To	Day of Week	Date	Time	Reported On	Date	Time	
	Wed	03/02/2022	10:20:01PM		Wed	03/02/2022	10:20:01PM	→	3/2/2022	10:20:01PM	
Reported As Police Information P:003674				Incident Type - Primary Police Information				Arresting Officer			
Incident Address 371 MAIN ST, ACTON, MA 01720								Reporting Officer Detective Christopher Browne (23CB)			
Sector CEN		Stat. Area Central Precinct Map F		Sub Stat. Area		Census Tract		Landmark POLICE STATION			
Business Name N/A				Incident Types - Other					Action Taken REPORT		

Associated Persons Summary							
Type	Name (Last, First, MI)	Date of Birth	Sex	Home Phone #	Cell Phone #	Work Phone #	
Other			F			N/A	
Address: ACTON, MA 01720							

Associated Businesses Summary			
Type	Name	Primary Phone #	Secondary Phone #
Reporter	Lowell General Hospital	(978) 937-6000	N/A
Address: 295 VARNUM AVE., LOWELL, MA 01854			

Involved Officers			
Officer Title	Officer Name	Officer Type	Division
Detective	Christopher G Browne	Reporting Officer	Acton Police Department
Detective	Christopher G Browne	Responding Officer	Acton Police Department
Lieutenant	Douglas J Sturniolo	Responding Officer	Confidential Investigations
N/A		Reporting Officer	Acton Police Department

Acton Police Department

P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711



Incident Number: 2022000003674

File No: N/A

Dispatch Incident Number: 2022000003986

Print Date: March 8, 2022

Printed By: dsturniolo

Incident ReportNarratives for Incident Number 2022000003674 ? YesOther Narratives not authorized for print? None

Narratives this user authorized to print:

Narrative by: Detective Christopher Browne (23CB) Division: Acton Police Department

<u>Date & Time</u>	<u>Narrative Description</u>	<u>Entered by</u>	<u>Status</u>	<u>Reviewed by</u>	<u>Last Edit Date</u>
03/03/2022 17:50	Sex Assault Kit Lowell General Hospital	Detective Christopher Browne (23CB)	Closed	Sergeant Scott Krug	03/08/2022

On March 2, 2022 at approximately 10:20Pm Acton Police dispatch received a telephone call from Ma. State Police Lt. Michael Bonasoro Duty officer at Danvers Barracks. Lt. Bonasoro spoke with on duty shift supervisor Sgt. David Joachim. At the time I was on duty assigned Investigations. After speaking with Lt. Bonasoro Sgt. Joachim approached me and informed me about the information he had just received from Lt. Bonasoro. Sgt. Joachim told me that Lt. Bonasoro was following up on a phone call the Ma. State Police Concord Barracks had just received from Lowell General Hospital Main Campus. Lt. Bonasoro said that Lowell General Hospital was notifying Concord barracks that a sexual assault evidence collection kit was just completed for an Acton resident at Lowell General Hospital Emergency room. Lowell General Hospital was seeking Police agency pickup of the kit to be delivered to crime lab. Lowell General Hospital said that the victim who they identified as: [REDACTED] Acton Ma. was claiming the sexual assault had just occurred in Acton but did not wish to report to Police. I telephoned the Danvers Barracks and spoke with Lt. Bonasoro seeking if my response to Lowell General Hospital was needed.

Lt. Bonasoro told me that the [REDACTED] was reporting sexual assault just occurred in Acton and the suspect is an Acton Police Officer- no name was provided. Lt. Bonasoro told me that victim: [REDACTED] did not want to report to any Police agency- Lowell General was just arranging for sexual assault evidence kit to be collected. Since [REDACTED] was accusing an Acton Police Officer Lowell General Hospital elected not to contact Acton Police but Ma. State Police station in the area. Lowell General Hospital contacted Concord Barracks. Lt. Bonasoro told me that he would contact Ma. State Police Detectives assigned Middlesex District Attorney's office and have them follow up.

On March 2, 2022 at approximately 10:45Pm I received a telephone call from Ma. State Police Trooper Patrick O'Keefe assigned Middlesex District Attorney Office. Tpr. O'Keefe was seeking any information about [REDACTED] I informed Tpr. O'Keefe that [REDACTED] has diagnosed mental health issues and has made several allegations of rape and house breaks that have been unfounded. Tpr. O'Keefe told me that he would contact Lowell General Hospital and speak with them about the Sexual Assault evidence kit and if [REDACTED] was still at the hospital.

On March 3, 2022 at approximately 11:31Am I received the first of several phone calls (3) on this date from Ma. State Police Trooper Michael Sullivan assigned Middlesex District Attorney Office. Tpr. Sullivan informed that Ma. State Police will be picking up the sexual assault evidence kit of [REDACTED] at Lowell General Hospital and submitting it to the Ma State Police Crime lab. Tpr. Sullivan informed that [REDACTED] [REDACTED] just after the conclusion of the sexual assault exam at Lowell General Hospital and admitted. Because of this Tpr. Sullivan told me that Tpr. O'Keefe was unable to meet with [REDACTED] Tpr. Sullivan said that [REDACTED] did make statements that she was sexually assaulted by an Acton Police Officer, Tpr. Sullivan told me [REDACTED] elected not to report to Police. Tpr. Sullivan told me that they are waiting to see if [REDACTED] reports an assault to a Police agency.

On March 3, 2022 I telephoned Lowell General Hospital and spoke with several nurses at the Emergency room. I was informed that after the sexual assault exam [REDACTED] [REDACTED]. The emergency room doctor thought [REDACTED] needed inpatient services. I was informed that [REDACTED] was still at the Lowell General Hospital

Acton Police Department
P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711
Incident Report



Incident Number: 2022000003674
File No: N/A
Dispatch Incident Number: 2022000003986
Print Date: March 8, 2022
Printed By: dsturniolo

Narrative by: Detective Christopher Browne (23CB) Division: Acton Police Department (continued)

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
03/03/2022 17:50	Sex Assault Kit Lowell General Hospital	Detective Christopher Browne (23CB)	Closed	Sergeant Scott Krug	03/08/2022

Emergency room t [REDACTED] Lowell General Hospital would not identify the facility.

This report has been forwarded to Lt. Sturniolo.

Det. Christopher Browne #23
Acton Police Dept.

Signature - Reporting Officer

Signature - Reviewing Officer

Narrative by: [REDACTED] ([REDACTED]) Division: Acton Police Department

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
03/07/2022 14:40	[REDACTED]	[REDACTED]	Closed	Sergeant Scott Krug	03/08/2022

On Thursday 03/03/2022 at approximately 3:45pm I called and informed Deb Garfield of Eliot Community Human Services of [REDACTED] that had been issued by Lowell General Hospital ED for [REDACTED] the previous evening. [REDACTED] is a current client of Eliot although has not been seen since the end of December 2021. Deb shared that she would let me know of any updates regarding [REDACTED] being discharged home from the hospital.

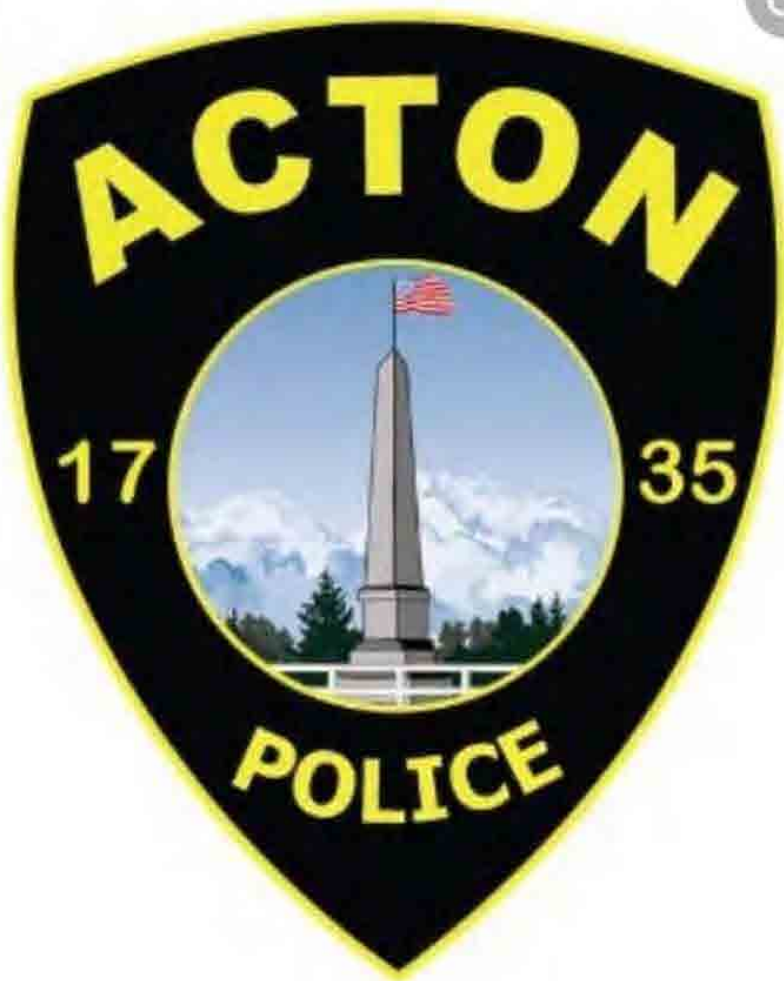
Signature - Reporting Officer

Signature - Reviewing Officer

Incident Dispatcher Remarks:

Create User ID: system

Date & Time
03/03/2022 13:14:09
SEE REPORT.



When I was 17 years old attending Acton Boxborough high school, Mike Eracleo who is pictured in the second photo (has 2 daughters btw) thought it would be funny to touch himself in Keith Campbells office at school. He grabbed his private parts and put it on the table I was sitting at, looked me dead in the eye and said "I have to go take care of this." Then proceeded to walk into the nurses bathroom to do who knows what. Tyler Russell (pictured in the last photo) groomed me starting at 17 years old and then the day after I turned 18 he took full advantage. I was told never to say anything because "I'd ruin their lives". But what about mine? I never thought I'd turn to social media but when the system is this corrupt and these are the type of people working with our CHILDREN (THEY WORK IN ELEMENTARY SCHOOLS TOO & BEHAVIORAL SCHOOLS) and NOTHING is done about it, I feel like I have no choice. The rest of there little pedophile station continues to harass me daily and I've spoken up about what happened to me and NOTHING was done about it, #AB #Acton #Actonpolice

Edited • 3d

thank you for your strength ❤️

13h • 2 likes • Reply

we believe you ❤️

2d • 3 likes • Reply

Thank you for having the courage to speak




1,802 likes

3 DAYS AGO



Add a comment...

Post



**THIS IS THE
SUPERVISOR OF
ACTON POLICE. HE
KNEW AND DID
NOTHING. MAKE HIM
FAMOUS. IF YOU COVER
FOR DIRTY COPS, YOU
ARE ONE.**





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posts followers following



APD



Art



POSTS

TAGGED





Follow



standing from left to right, Officer Wiggins who pulled me over a few days ago for speeding. Gave him my registration and then I waited in my car with my window rolled up. I was crying and on the phone. He then came back to my window and decided to pull out his Baton, gave me the death stare and started tapping my window with it. He was going to smash my windows for NO reason. I was about to be covered in glass. When I say "intimidation" I quite literally mean INTIMIDATION. luckily I'm not scared of any of them. Next to him is Tyler Russell, what a coincidence right? And the last guy is the supervisor who allows police misconduct and intimidation to get victims to shut their mouth. I told them next time to pull out a gun at a traffic stop because the only way I'll be quiet now is if they kill me.

Edited · 19h



Expose these 🤬🤬🤬



12h · 2 likes · Reply



👊



20h · 3 likes · Reply



Maybe don't speed?



16h · 13 likes · Reply

Hide replies



360 likes

21 HOURS AGO



Add a comment...

Post

Rich Burrows

From: Douglas Sturniolo
Sent: Wednesday, March 16, 2022 4:41 PM
To: Rich Burrows; Jim Cogan; Ed Lawton
Subject: FW: Patrol FYI [REDACTED]
Attachments: [REDACTED].png

From: Keith Campbell
Sent: Wednesday, May 15, 2019 4:16 PM
To: PSF Police Command <PSFPoliceCommand@acton-ma.gov>; PSF Police Patrolmen <PSFPolicePatrolmen@acton-ma.gov>
Subject: Patrol FYI [REDACTED],

[REDACTED] has made quite an impact in her short time living in Acton. She enrolled at the HS ten days ago and [REDACTED]. I contacted [REDACTED]. She gets angry very quickly and is prone to escalate the situation. S [REDACTED]. The North Attleboro Sgt I spoke with advised that she made multiple sexual assault allegations against male officers [REDACTED]. She has [REDACTED]. She is [REDACTED]. She lives with her father [REDACTED], who was arrested for domestic A/B on her two weeks ago. She recanted her account of the events shortly after he was placed in custody. She has outright refused [REDACTED]. Proceed with caution. Photo attached.

<https://www.facebook.com/charlottealerts/posts/woman-spits-in-cops-face-at-hospital-looks-can-really-be-deceiving-16-year-old-a/1740537309371683/>

Detective Keith Edward Campbell
Youth Services
Acton Police Department
371 Main St, Acton, MA 01720
978-929-7528

Acton Police Department
P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711
Incident Report



Incident Number: 2022000001685

File No: N/A

Dispatch Incident Number: 2022000001835

Print Date: March 17, 2022

Printed By: rburrows

Incident Information											
Occurred On/From	Day of Week	Date	Time	Occurred To	Day of Week	Date	Time	Reported On	Date	Time	
	Fri	01/28/2022	9:02:00PM		Fri	01/28/2022	9:02:00PM	→	1/28/2022	9:02:19PM	
Reported As				Incident Type - Primary				Arresting Officer			
Unruly Intoxicated Customer F:000368 P:00				Disturbance							
Incident Address								Reporting Officer			
3 NAGOG PARK DR, ACTON, MA 01720								Patrol Officer Roderick Wiggins (168RW)			
Sector		Stat. Area		Sub Stat. Area		Census Tract		Landmark			
NOR		North Precinct Map B4									
Business Name				Incident Types - Other				Action Taken			
RED RAVEN				Medical				REPORT			

Associated Persons Summary							
Type	Name (Last, First, MI)	Date of Birth	Sex	Home Phone #	Cell Phone #	Work Phone #	
Caller			M	N/A		N/A	
Address: , CONCORD, MA 01742-2744							
Patient			F				
Address: , ACTON, MA 01720							
Parent/Guardian		5/22/1968	M			N/A	
Address: , ACTON, MA 01720							
Caller			F	N/A		N/A	
Address: , MARLBOROUGH, MA 01752-1689							
Employee			F	N/A		N/A	
Address: , ACTON, MA 01720							
Other			M	N/A		N/A	
Address: , CHELMSFORD, MA 01824-1050							
Other		N/A	F	N/A		N/A	
Address: UNITED KINGDOM, UNITED KINGDOM,							

Associated Businesses Summary			
Type	Name	Primary Phone #	Secondary Phone #
No Associated Businesses reported for Incident #: 2022000001685			

Involved Officers			
Officer Title	Officer Name	Officer Type	Division
Sergeant	Raymond P Grey	Investigating Officer	Acton Police Department
Sergeant	Raymond P Grey	Reporting Officer	Acton Police Department
Sergeant	Keith E Campbell	Reporting Officer	Acton Police Department
Sergeant	David C Joachim	Responding Officer	Acton Police Department
Patrol Officer	Roderick M Wiggins	Reporting Officer	Acton Police Department
Patrol Officer	Roderick M Wiggins	Responding Officer	Acton Police Department
Patrol Officer	Kevin Gordon	Responding Officer	Acton Police Department
N/A	Kelly McCusker-Brown	Responding Officer	Acton Police Department

IBR/UCR Offenses				
Offense Number	IBR Type	Chapter	Section	Statute ID / IBR Type Description
No Incident Offenses Recorded for Incident #: 2022000001685				

Arrest Offenses				
Seq #	Chapter	Section	Name (Last, First, MI)	Description of Offense

Complaint Charges				
Seq #	Chapter	Section	Name(Last, First, MI)	Description of Offense

Vehicle Info					
Reg Plate - State (Year)	Vehicle Year, Make, Model	VIN	Primary Color	Second Color	Insurance Co.
No Vehicle Info Recorded for Incident #: 2022000001685					

Property
No Property Info reported for Incident #: 2022000001685

Citations					
Citation No	Code	Date	Status	Statute	Description
No Citations reported for Incident #: 2022000001685					

Permits					
Permit No	Type	Issue Date	Expire Date	Status	Issued To/Notes
No Permits recorded for Incident #: 2022000001685					

Other Narratives not authorized for print? None

Narratives this user authorized to print:

Narrative by: Patrol Officer Roderick Wiggins Division: Acton Police Department

<u>Date & Time</u>	<u>Narrative Description</u>	<u>Entered by</u>	<u>Status</u>	<u>Reviewed by</u>	<u>Last Edit Date</u>
01/28/2022 23:42		Patrol Officer Roderick Wiggins	Closed	Sergeant Raymond Grey	01/29/2022

On January 28, 2022 at approximately 2102 Officer Gordon, Sgt Joachim, and I were dispatched to 3 Nagog Park (Red Raven) Acton, MA for a disorderly customer. Upon arrival, I was met by the Manager [REDACTED] and [REDACTED] in the women's bathroom. Due to a crowd gathering around [REDACTED], we had the women's bathroom cleared by a staff member and entered. [REDACTED] appeared to be incoherent and mumbling her words [REDACTED] was on the toilet with her pants down and appeared to have thrown up in the stall. Due to her being partially clothed, I requested a female officer (Officer McCusker-Brown) to the scene to assist. [REDACTED] made statements to other customers about being a victim of sex trafficking. She also made a statement that someone might've put something in her drink. The table they were at, including all drinking glasses and contents had been cleared by staff and none of the wine could be collected for examination. Officer McCusker-Brown assisted in getting [REDACTED] dress for fire to transport her to the hospital.

It should be noted that [REDACTED] was disorientated and her story was constantly changing about what happened. According to the manager, [REDACTED] arrived to the restaurant to meet with her two friends. The friends in question were [REDACTED] and [REDACTED]. Both parties stated that [REDACTED] had a couple sips of wine and had puffs of a vape pen. It should be noted that she was not served alcohol from the server but, took a cup from [REDACTED]. [REDACTED] and [REDACTED] were already drinking prior to [REDACTED]'s arrival.

After statements were taken from both [REDACTED] and [REDACTED] they paid the bill and left without issue. [REDACTED] was transported to Emerson Hospital by Acton Fire ALS for an evaluation. At approximately 22:40, I contacted Emerson Hospital in regards to possible toxicology screening. Dr. Green informed me that they were actually preparing her to be discharged and released to her father. Dr. Green informed me that [REDACTED] stated that she went to meet a man she met at a dog park and was possibly slipped something. At this time, we have no way of determining if the allegations of her being drugged are true due to [REDACTED] not cooperating. A copy of the receipt from the Red Raven will be added to this report.

Officer Roderick M. Wiggins 168RW

Acton Police Department

Signature - Reporting Officer

Signature - Reviewing Officer

Narrative by: Sergeant Keith Campbell Division: Acton Police Department

<u>Date & Time</u>	<u>Narrative Description</u>	<u>Entered by</u>	<u>Status</u>	<u>Reviewed by</u>	<u>Last Edit Date</u>
01/29/2022 00:52	Follow Up	Sergeant Keith Campbell	Closed	Sergeant Raymond Grey	01/29/2022

On 1/29/22 at 00:10 I was speaking with Officer Wiggins who was completing a report from earlier in the evening that involved [REDACTED] being transported to the hospital. Wiggins advised me that he had been speaking by phone with [REDACTED] trying to ascertain more information on what had happened prior to her being transported. Wiggins said that [REDACTED] was not answering his questions and that she was continually telling him that she was not being listened to. Wiggins made several attempts to complete his information gathering but [REDACTED] was continually interrupting and demanding more action or she would "go public" with information about the Acton Police. Wiggins said that he ended the call because the conversation had become repetitive and unproductive. [REDACTED] called back a short time later and continued with the same discussion but again was not helpful in answering Wiggins questions. I advised Wiggins to end the call and have her call back to speak with me as the shift supervisor. [REDACTED] called back a few minutes later and asked that I respond to her residence to speak with her in person. She refused to have a conversation over the phone.

I responded to [REDACTED] along with Officer Monahan where we met with [REDACTED] while she was seated in her car. [REDACTED] expressed frustration that her concerns were not being acted upon. She said that she was so angry with the police department that she would be going public with information about the Acton Police. I asked her what her concerns were that were not being investigated. She said that she had met two "very sketchy" people and ended up in the hospital.

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
01/29/2022 00:52	Follow Up	Sergeant Keith Campbell	Closed	Sergeant Raymond Grey	01/29/2022

She mentioned that she could have been a potential victim of human trafficking. She implied that something may have been put into her drink. I asked her to explain how she met the two people she was with at the restaurant. She again launched into a tirade about exposing the Acton Police. I advised her that I was more than willing to take whatever information she had regarding officers or actions of the police department that may have been harmful to her. She refused to provide specifics saying she would go public if I did not help her out with the situation from earlier in the evening.

I explained to [REDACTED] that we had the names of the two parties she was with and that I can check on their histories. She said that she did not know the male ([REDACTED]) at all but believed he lived nearby, possibly on [REDACTED]. She said that she met the female ([REDACTED]) a few days prior while walking her dog outside [REDACTED]. She said that this evening [REDACTED] texted her and asked her to meet her and [REDACTED] at the Red Raven bar. I asked [REDACTED] to send me the screen shots of that conversation. She did take screen shots and appeared to send them to my email address. I have yet to receive that email. She also sent me [REDACTED]'s Instagram home page which I did get in my email. [REDACTED] said that she did consume wine while she was with them at the Red Raven. When she arrived, [REDACTED] and [REDACTED] were seated at a table and had already ordered items. She said that there was wine at the table and she consumed a glass. She said that the conversation was normal and she ordered food.

[REDACTED] then said that a short time later, she began to feel sick and went to the bathroom where she vomited. She said that she wasn't sure why she was so sick because she had never felt that sick over one glass of wine before. She said that she thought something may have been put in her drink to make her sick. I asked if a toxicology screen had been performed on her while she was at the hospital. She said she was not sure. I asked her if she was willing to go to the hospital to have a screen done now. She said no. I asked her if she was willing to see her physician at some point on Monday, she said she would think about it. I advised her that there may be traces of a possible drug in her system and that getting screened at a doctor as soon as possible was important. She said that neither [REDACTED] or [REDACTED] touched her or harmed her physically in anyway. I explained that the best place to start with an investigation would be to determine if there were any potential drugs in her system. She stated that she understood. I asked if there was any other information she could add regarding the incident that occurred this evening. She said that she could not think of anything.

Prior to ending the conversation she again made reference to going public on social media about how she had been wronged by members of the Acton Police. I again asked her if she wanted to provide specific information that I could investigate further. She said that she was going to hold on to the information for now and alluded to having already held on to it for two years. She refused to provide a formal statement/complaint at this time.

This report will be forwarded to the detective division for follow up regarding [REDACTED]'s suggestion that she may have been drugged.

Signature - Reporting Officer

Signature - Reviewing Officer

Narrative by: Sergeant Keith Campbell Division: Acton Police Department

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
01/29/2022 16:08	Follow Up	Sergeant Keith Campbell	Closed	Sergeant Raymond Grey	01/29/2022

Upon returning for my evening shift on 1/29/22, I received several emails from [REDACTED] demanding to have her case investigated. She again made several statements indicating that she would expose members of the Acton Police on social media if her concerns were not met. I replied to her via email to let her know that her case was forwarded to the Acton Police Detective Division for investigation. I also attached the Acton Police Citizen Complaint Form for her to document any complaints she wanted to file against any officers. She replied by email shortly after stating the following:

I'll be reaching out to the federal bureau of investigations myself so no need to forward anything to anyone. As for your "complaint form" it's inappropriate for me to report anything to Acton Police, so it'll get covered up. I'd have to report it to state police and people higher up.

And you knew the entire time about what mike did in your office and what Tyler was doing the whole time and also didn't say or do anything so you are just as guilty my friend.

Sincerely,
[REDACTED]

I advised Lt Sturniolo of the situation and forwarded the report to Sgt Grey for follow up.

Sgt Keith Edward Campbell

Signature - Reporting Officer

Signature - Reviewing Officer

Narrative by: Sergeant Raymond Grey Division: Acton Police Department

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
01/31/2022 14:37		Sergeant Raymond Grey	Closed	Sergeant Raymond Grey	02/01/2022

On a follow up I contacted [REDACTED] on her cellular phone. After introducing myself and explaining why I was contacting her [REDACTED] stated she was currently at college and did not have time to meet and discuss the incident. I started to tell her that I could meet with her when she interrupted and stated she really doesn't recall much. Without saying anything further [REDACTED] stated several months earlier she was sitting under a tree on [REDACTED] with her dog and reading a book when a women drove by in a new Mercedes G wagon. The women walked over to her and started speaking with her and playing with her dog. They exchange e mail and social site information and agreed to meet later for dinner.

[REDACTED] followed the women's social media sites and noted that she had over 30,000 hits and appeared very classy and successful. [REDACTED] informed me the women had a strong British accent. But, felt it may have been an act. She tried to convince [REDACTED] that she lived in the same complex and was from the United Kingdom. [REDACTED] felt she did not live in the complex.

Earlier in the week they made plans to meet for dinner at the Red Raven. The women and a male friend were at a table when she arrived. [REDACTED] stressed she could not recall much but did remember the three of them speaking about her doing some extensive travel, quitting school, leaving her boyfriend and owning her own home. [REDACTED] was drinking a glass of wine that was already poured and placed in front of her. The women told her to drink it fast. After drinking the wine she felt sick and was assisted by the women to the bathroom. She was unsure who called for medical assistance. She felt she may have asked someone to call. [REDACTED] could not recall how she got to the hospital only waking up there.

[REDACTED] told me her boyfriend [REDACTED] told her they spoke the following day three times which she could not recall. I tried to speak with her about meeting at some point. [REDACTED] told me she did not know when she would have time and was reluctant to speak with the Acton Police. Our conversation ended at this time.

I will be attempting to contact the two parties ([REDACTED] and [REDACTED]) who were at the Red Raven with [REDACTED] on 2-1-2022

On this date the investigation has been suspended.

Signature - Reporting Officer

Signature - Reviewing Officer

Incident Notes:

Create User ID: [REDACTED]

Date & Time

No Incident Notes Listed

Incident Dispatcher Remarks:

Create User ID: system

Date & Time

01/28/2022 22:21:37

168RW, 180KG responded for report of an intoxicated unruly customer. 168RW requested FD stage. E24, R35 responded. 94DJ requested 202KB. R35 w/202KB to Emerson 0-6.2.
Radio reception poor at this location.

Call Takers Remarks:

Create User ID: [REDACTED]

Date & Time

No Caller Remarks Listed

Acton Police Department
P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711
Incident Report



Incident Number: 2022000001693

File No: N/A

Dispatch Incident Number: 2022000001843

Print Date: March 17, 2022

Printed By: rburrows

Incident Information											
Occurred On/From	Day of Week	Date	Time	Occurred To	Day of Week	Date	Time	Reported On	Date	Time	
	Sat	01/29/2022	12:20:28AM		Sat	01/29/2022	12:20:28AM	→	1/29/2022	12:20:28AM	
Reported As Police Information P:001693				Incident Type - Primary Police Information				Arresting Officer			
Incident Address [REDACTED] ACTON, MA 01720								Reporting Officer Sergeant Keith Campbell (70KC)			
Sector NOR		Stat. Area North Precinct Map G5		Sub Stat. Area		Census Tract		Landmark			
Business Name N/A				Incident Types - Other					Action Taken REPORT		

Associated Persons Summary							
Type	Name (Last, First, MI)	Date of Birth	Sex	Home Phone #	Cell Phone #	Work Phone #	
Caller	[REDACTED]	[REDACTED]	F	[REDACTED]	[REDACTED]	[REDACTED]	
Address: [REDACTED] ACTON, MA 01720							

Associated Businesses Summary			
Type	Name	Primary Phone #	Secondary Phone #
No Associated Businesses reported for Incident #: 2022000001693			

Involved Officers			
Officer Title	Officer Name	Officer Type	Division
Sergeant	Keith E Campbell	Reporting Officer	Acton Police Department
Sergeant	Keith E Campbell	Responding Officer	Acton Police Department
Patrol Officer	Kyle Monahan	Responding Officer	Acton Police Department

IBR/UCR Offenses				
Offense Number	IBR Type	Chapter	Section	Statute ID / IBR Type Description
No Incident Offenses Recorded for Incident #: 2022000001693				

Arrest Offenses				
Seq #	Chapter	Section	Name (Last, First, MI)	Description of Offense

Complaint Charges				
Seq #	Chapter	Section	Name (Last, First, MI)	Description of Offense

Vehicle Info					
Reg Plate - State (Year)	Vehicle Year, Make, Model	VIN	Primary Color	Second Color	Insurance Co.
No Vehicle Info Recorded for Incident #: 2022000001693					

Property
No Property Info reported for Incident #: 2022000001693

Citations					
Citation No	Code	Date	Status	Statute	Description
No Citations reported for Incident #: 2022000001693					

Permits					
Permit No	Type	Issue Date	Expire Date	Status	Issued To/Notes
No Permits recorded for Incident #: 2022000001693					

Incident Notes:

Create User ID: [REDACTED]

Date & Time

No Incident Notes Listed

Incident Dispatcher Remarks:

Create User ID: system [REDACTED]

Date & Time

01/29/2022 00:44:10

Responded to speak with resident. See report.

.....

Call Takers Remarks:

Create User ID: [REDACTED]

Date & Time

No Caller Remarks Listed

From: Keith Campbell <kcampbell@acton-ma.gov>
Sent: Tuesday, April 5, 2022 11:42 AM
To: Regina Ryan
Subject: Email exchange with [REDACTED] from 1/29/22

From: Keith Campbell <kcampbell@abschools.org>
Sent: Tuesday, April 5, 2022 11:39 AM
To: Keith Campbell <kcampbell@acton-ma.gov>
Subject: Fwd:

EXTERNAL EMAIL * Caution is Advised *

----- Forwarded message -----

From: [REDACTED] <[REDACTED]>
Date: Sat, Jan 29, 2022 at 3:38 PM
Subject: Re:
To: Keith Campbell <kcampbell@abschools.org>

I'll be reaching out to the federal bureau of investigations myself so no need to forward anything to anyone. As for your "complaint form" it's inappropriate for me to report anything to Acton Police, so it'll get covered up. I'd have to report it to state police and people higher up.

And you knew the entire time about what mike did in your office and what Tyler was doing the whole time and also didn't say or do anything so you are just as guilty my friend.

Sincerely,
[REDACTED]

On Sat, Jan 29, 2022 at 3:30 PM Keith Campbell <kcampbell@abschools.org> wrote:

Hi [REDACTED],

Your case has been forwarded to our detective division for investigation. You will be hearing from a detective regarding the matter. I have attached our Officer complaint form if you want to make a formal complaint regarding any officer.

Sergeant Keith Campbell

On Sat, Jan 29, 2022 at 9:52 AM [REDACTED] <[REDACTED]> wrote:

So are you going to reach out or do I call state police and start involving other people? If you don't want to do your job that's fine, I will

On Sat, Jan 29, 2022 at 8:42 AM [REDACTED] <[REDACTED]> wrote:

Woke up with this random necklace on my neck and I just ripped it off its not mine I never put it on either





On Sat, Jan 29, 2022 at 7:51 AM [REDACTED] <[REDACTED]> wrote:

7:51



[redacted] 00 ❤️ >

As soon as I sat down she started asking me about "the guy I was talking to" and I was like yeah I love him and then she took me to the bathroom shortly after

And told me I was doing

and a bunch of other

I talked to her on the phone for 4 minutes from your phone

What did she even

After she said she was going to

murder me and tie me up to make

On Sat, Jan 29, 2022 at 4:04 AM [REDACTED] <[REDACTED]> wrote:

Oh, & don't ever underestimate the power of social media.

On Sat, Jan 29, 2022 at 3:46 AM [REDACTED] <[REDACTED]> wrote:

AB high schools clean reputation that's advertised is going down the drain if everyone finds out the actual truth. APD's reputation also. because if two officers can be that way, I wonder how many more are just like that. You have all failed me. If I had a daughter in this position I would raise absolute hell. I will do it myself. Tyler and Mike were supposed to be trusted adults when I was going through the worst time in my life.

Let's see how good you guys are at your actual job at a potential human trafficking situation. Find out who these people are, and exactly what they wanted. Because it was not networking or just dinner & drinks like I thought. I'll find out myself if you all just sweep it under the rug like you usually do with situations like this.

& tell Wiggins to go fuck himself.

Sincerely,

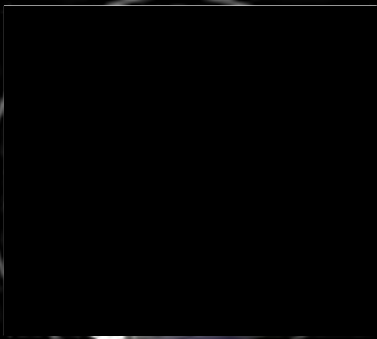
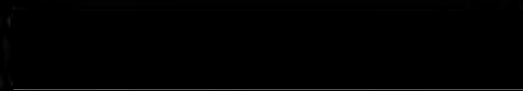
[REDACTED]

On Sat, Jan 29, 2022 at 3:37 AM [REDACTED] <[REDACTED]> wrote:

If I end up telling on everybody you can thank officer Wiggins for hanging up on me 4 different times when I was scared and frustrated (: have a goodnight. & I won't stop until the whole entire world knows what happened to me 17-18.

On Sat, Jan 29, 2022 at 12:42 AM [REDACTED] <[REDACTED]> wrote:

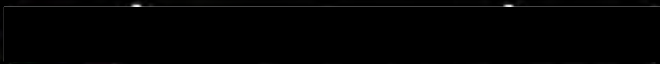
12:41



Posts

Followers

Fol



 *Alchemist*
Proud Mother

Following ▾

Message



Travel



Products



Inspiring



Foodie



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Rich Burrows

From: Rich Burrows
Sent: Saturday, March 12, 2022 11:45 AM
To: Paul Hodnett; John Mangiaratti
Subject: Fw: [REDACTED]

Below

Richard C. Burrows
Chief of Police
Acton Police Department
371 Main Street
Acton, MA. 01720
V 978-929-7512
rburrows@acton-ma.gov
FBINA #217

From: Douglas Sturniolo
Sent: Friday, March 11, 2022 10:07 PM
To: Rich Burrows; Jim Cogan; Ed Lawton
Subject: FW:

----- Original message -----

From: Keith Campbell <kcampbell@acton-ma.gov>
Date: 3/11/22 9:57 PM (GMT-05:00)
To: Douglas Sturniolo <dsturniolo@acton-ma.gov>
Subject: [REDACTED]

To: Lt Douglas Sturniolo
Re: [REDACTED]
Date: 3/11/22

Sir,

On the above date was working the 3-11 shift as the patrol supervisor. I heard Officer Wiggins make a motor vehicle stop at the Bursaw Gas station on Great Rd. Upon stopping the vehicle, dispatch advised him that the vehicle was owned by [REDACTED]. Officer Wiggins initially said that [REDACTED] was refusing to speak with him or lower her window. I advised I would be responding to the stop. Moments later, Wiggins advised he was able to speak with her and would be clearing the stop shortly. A few minutes later, dispatch advised that [REDACTED] was on 911 demanding to speak with a supervisor. I advised that I would be responding. I had Officer McCusker-Brown sent as well. Upon our arrival at Bursaw, I spoke with [REDACTED] who explained that she was upset about the car stop and the citation that was issued. I tried to explain the process for appealing a ticket. She immediately interrupted me saying that she is being targeted by the Acton Police because she made a complaint about Officers Eracleo and Russell. She became very loud and began yelling that the Acton Police are doing nothing to help her. I tried to explain that I was there to hear what complaints she had. She interrupted me again and described the following:

She said when she was seventeen, while a student at the high school, she was in the SRO office at the high school with Officer Eracleo when he exposed his genitals to her. She said that after exposing himself to her, he told that he had to leave to "take care of this" pointing to his genitals. She then said that he walked across the hall to the nurses

office. She then stated that Officer Russell had been grooming her since she was seventeen and that on her 18th birthday, he texted her to meet up. She reported that they did meet up and he had sex with her. She then said that he visited her at Keene State University when she was a student there and sex with her there. She then said that she would be putting all of this information on social media. I advised her that her reports were currently being investigated and that she should provide any specific details to those investigating the situation. I advised her that I would notify my supervisors as well. She then yelled that it was all going online and to not underestimate the power of social media. She then drove away east on Great Rd.

About ten minutes later, I received a call from Associate Principal Maurin O'Grady who wanted to make the department aware that several photos and posts about Officers Eracleo and Russell were just posted online on [REDACTED]'s Instagram account. I asked O'Grady if she could provide me screenshots of the postings which she did. Those posts were then immediately forwarded to Lt Sturniolo.

Approximately five minutes later, dispatch advised me that [REDACTED] was back on 911 demanding to speak to a supervisor at her residence at [REDACTED]. I responded there with Officer Collins. I spoke to [REDACTED] in the parking lot while she was in her vehicle. She said that Officer Wiggins had scratched her driver's side window when he tapped it to get her attention at the aforementioned motor vehicle stop. I illuminated the area with my flashlight but could not see any damage. She insisted there was damage and that it would be noticeable in the daylight. She asked if the window could be observed during the day on 3/12/22. She then began yelling that the Acton Police are doing nothing about having pedophiles and rapists on their department. She then told me to get away from her and raised her car window. I spoke to Lt Sturniolo following this exchange.

Sergeant Keith Edward Campbell
Acton Police
978-929-7528
978-929-7340 fax
kcampbell@actonma.gov

5:20



92%



Search in mail



Concord Work
IMMEDIATE Employment

3:59 PM

Hi, [REDACTED] At Home Customer Service \$1... ☆



Promotions

Unemployment Benefits Guide,...

99+ new



Benefit Access

3:15 PM

[REDACTED] \$20,162.00 Deposited Into Your Acc...
[REDACTED] you can have up to \$20162.00 depo... ☆



Job Alerts

3:03 PM

[REDACTED]@gmail.com , Immediate Hir...
2321414_0_0.jpg 2321414_1_0.jpg UA 130... ☆



Job Interview Confirmation

2:42 PM

[REDACTED]@gmail.com - Confirm your...
Confirm your Amazon interview today! i... ☆



Support Team @ American H...

2:35 PM

Stimulus approval notice [REDACTED]
Alert: \$6495 Now Available Hi [REDACTED], In... ☆



Customer Survey

2:33 PM

[REDACTED]@gmail.com - Shipped! You...
Shipped! Your Costco Re ☆



Compose



Sweepstakes

2:13 PM



Mail



Meet



Your Account Inbox



Benefit Access 3:15 PM

to me ▾



you can have up to \$20,162.00 deposited into your account* as soon as tomorrow! Use the window connected below to start verification.

*Limited to qualified users. Go to the following site to learn more.

VERIFY \$20,162.00 DEPOSIT

<https://cb.sailthru.com/click/26733995.169647/aHR0cDovL25hcnJhdGlvbmQtbmFycmF0aW9uLXRvLXBcmNlaXZILXRvZGF5LmluZm8vP2VtYWlsPWplbGxlbndvb0BnbWFpbC5jb20mZD1aREZRU1hWS0wwVXdlSE5yVWxWSmFuZHhUMEpFU1Rab1dEUIJPSEpyVG5FNVV6QnJhbFJrWjNaRE5EMD0mdXVpZD01NzYzZDkxMi03OGMzLTQ1NmUtYTYyMS1jOTAxNjJIYmRmN2VmMTQ5Y2EyZmJkZDM0YzA1MWI1NTY2NGMyNDM4YWY5OQ/61fc63b30e0dc351152e6800B70a6825c>

What's Your New Holiday Style?

Take the Quiz Now!

<https://cb.sailthru.com/click/26733995.169647/aHR0cDovL25hcnJhdGlvbmQtbmFycmF0aW9uLXRvLXBcmNlaXZILXRvZGF5LmluZm8vP2VtYWlsPWplbGxlbndvb0BnbWFpbC5jb20mZD1aREZRU1hWS0wwVXdlSE5yVWxWSmFuZHhUMEpFU1Rab1dEUIJPSEpyVG5FNVV6QnJhbFJrWjNaRE5EMD0mdXVpZD01NzYzZDkxMi03OGMzLTQ1NmUtYTYyMS1jOTAxNjJIYmRmN2VmMTQ5Y2EyZmJkZDM0YzA1MWI1NTY2NGMyNDM4YWY5OQ/61fc63b30e0dc351152e6800B70a6825c>




Account ID: #38823109

2/15/2022

**ENTRANT
INFORMATION**


MUST Respond By:
Tuesday, February 15, 2022

 Eracleo
Account:
#38823109
Date: Tuesday,
February 15,
2022



GIVEAWAY SPECIFICS

Notice Date: 2/15/2022 Entry: #64248
Opportunity: Code: 103337
\$125,000.00 Giveaway
Entry

 - The \$125,000 Winner's
Check has been approved to be
mailed to a selected winner.

Click the check shown below to
claim your entry for the chance
to win.

GIVEAWAY CASH PRIZE

CHECK NO: 05719
DATE: Tomorrow's Date

5:24



92%



(1) Relief Payment - [redacted] is



OWED! Inbox



Information Resourc... Yesterday
to me ▾



[redacted], you're being requested to **confirm (1) payment** from this year's relief package at the attached site. Click now, and learn how much you may be **OWED!**

CONFIRM YOUR [redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted] d Stamps

[redacted]

★ Education Grants

[redacted]

Email Address

[redacted]

[redacted]

Start Payment Confirmation

5:26

92%



Eracleo's Account

Withdrawal Notice

Inbox



Sweepstakes Yesterday
to me



**WITHDRAWAL
NOTICE
#64243**

Account ID	38823109
First Name	Jill
Last Name	Eracleo
Form Of Contact	Email Message

Dear [redacted] - A potentially winning entry to the \$125,000.00 Winner's Check giveaway is facing an imminent withdrawal! Suspend this withdrawal by claiming it for the chance to win.

SUSPEND

5:29

Inbox

M

Member Benefits 3 days ago
to me

(1) Check Payable to [REDACTED]

Dear [REDACTED]

It has come to our attention that you potentially have a **check owed to you** from this surplus of funds. Click below to find out how to have it released to you.

Sincerely,
Your Rep @ UnemploymentBenefitsGuide

[Have Your Check Released](#)

Fun Activities to Bring Out the Kid in You

Here are a few activities that you loved as a kid that you can still love [REDACTED]

5:31

91%



UPDATE: Member Eracleo's SETTLEMENT

Inbox



Straight MoneyPost 5 days ago
to me



UPDATE: Member Eracleo

You may have been included in a class action lawsuit which means you could have a HUGE SETTLEMENT COMING YOUR WAY. If your name is listed below, go to the linked webpage to reveal how much you may collect.

OWED SETTLEMENTS:

Kevin

Member

<https://cb.sailthru.com/click/26675560.21486/aHR0cDovL2Jlc3QuZGFpbHltb25leXBvc3QuY29tLz9lbWFpbD1qZWxsZW53b29AZ21haWwuY29tJmQ9YUVkcWVXaGlSekJXVmpaV2NGWndMeXRSZERoM1dEZDJiMlpETjJGbz1pHScNjMIJyVFUxVWJEaHINRDA9JnV1aWQ9ODAyYTcyYjgtMTdjNy00MGY3LThIMjQtNWFiOWEwM2VjMGUwMWM5ZGMwOTUwZTgzZWZmODBhYTQ1YTE5ODY1Mjg2NjM/61fcc588fed9fc08a635f36bBbad8c267>

See More

<https://cb.sailthru.com/click/26675560.21486/aHR0cDovL2Jlc3QuZGFpbHltb25leXBvc3QuY29tLz9lbWFpbD1qZWxsZW53b29AZ21haWwuY29tJmQ9YUVkcWVXaGlSekJXVmpaV2NGWndMeXRSZERoM1dEZDJiMlpETjJGbz1pHScNjMIJyVFUxVWJEaHINRDA9JnV1aWQ9ODAyYTcyYjgtMTdjNy00MGY3LThIMjQtNWFiOWEwM2VjMGUwMWM5ZGMwOTUwZTgzZWZmODBhYTQ1YTE5ODY1Mjg2NjM/61fcc588fed9fc08a635f36bBbad8c267>

5:31

91%



IUwZlgzZWf-mODbHYIQ1YIE5ODY1Mjg
2NjM/61fcc588fed9fc08a635f36bBbad8c267

See More

[https://cb.sailthru.com/click/
26675560.21486/aHR0cDovL2Jlc3QuZGFpbHltb25leXBvc3QuY29tLz9lbWFpbD1qZWxsZW53b29AZ21haWwuy29tJmQ9YUVkcWVXaGlSekJXVmpaV2NGWndMeXRSZERoM1dEZDJiMipETJjGblpHskNjMIJyVFUxVWJEaHINRDA9JnV1aWQ9ODAyYTcyYjgtMTdjNy00MGY3LThIMjQtNWJjOWEwM2VjMGUwMWM5ZGMwOTUwZTgzZWf-mODbHYTQ1YTE5ODY1Mjg2NjM/61fcc588fed9fc08a635f36bBbad8c267](https://cb.sailthru.com/click/26675560.21486/aHR0cDovL2Jlc3QuZGFpbHltb25leXBvc3QuY29tLz9lbWFpbD1qZWxsZW53b29AZ21haWwuy29tJmQ9YUVkcWVXaGlSekJXVmpaV2NGWndMeXRSZERoM1dEZDJiMipETJjGblpHskNjMIJyVFUxVWJEaHINRDA9JnV1aWQ9ODAyYTcyYjgtMTdjNy00MGY3LThIMjQtNWJjOWEwM2VjMGUwMWM5ZGMwOTUwZTgzZWf-mODbHYTQ1YTE5ODY1Mjg2NjM/61fcc588fed9fc08a635f36bBbad8c267)

Member's Settlement Check

[https://cb.sailthru.com/click/
26675560.21486/aHR0cDovL2Jlc3QuZGFpbHltb25leXBvc3QuY29tLz9lbWFpbD1qZWxsZW53b29AZ21haWwuy29tJmQ9YUVkcWVXaGlSekJXVmpaV2NGWndMeXRSZERoM1dEZDJiMipETJjGblpHskNjMIJyVFUxVWJEaHINRDA9JnV1aWQ9ODAyYTcyYjgtMTdjNy00MGY3LThIMjQtNWJjOWEwM2VjMGUwMWM5ZGMwOTUwZTgzZWf-mODbHYTQ1YTE5ODY1Mjg2NjM/61fcc588fed9fc08a635f36bBbad8c267](https://cb.sailthru.com/click/26675560.21486/aHR0cDovL2Jlc3QuZGFpbHltb25leXBvc3QuY29tLz9lbWFpbD1qZWxsZW53b29AZ21haWwuy29tJmQ9YUVkcWVXaGlSekJXVmpaV2NGWndMeXRSZERoM1dEZDJiMipETJjGblpHskNjMIJyVFUxVWJEaHINRDA9JnV1aWQ9ODAyYTcyYjgtMTdjNy00MGY3LThIMjQtNWJjOWEwM2VjMGUwMWM5ZGMwOTUwZTgzZWf-mODbHYTQ1YTE5ODY1Mjg2NjM/61fcc588fed9fc08a635f36bBbad8c267)

You Are Never Too Old to Learn About Astrology

Astrology knowledge is easily accessible if you know where to look. So get started here and see where it takes you.

Find Out More

[https://cb.sailthru.com/click/
26675560.21486/aHR0cDovL2Jlc3QuZGFpbHltb25leXBvc3QuY29tLz9lbWFpbD1qZWxsZW53b29AZ21haWwuy29tJmQ9YUVkcWVXaGlSekJXVmpaV2NGWndMeXRSZERoM1dEZDJiMipETJjGblpHskNjMIJyVFUxVWJEaHINRDA9JnV1a](https://cb.sailthru.com/click/26675560.21486/aHR0cDovL2Jlc3QuZGFpbHltb25leXBvc3QuY29tLz9lbWFpbD1qZWxsZW53b29AZ21haWwuy29tJmQ9YUVkcWVXaGlSekJXVmpaV2NGWndMeXRSZERoM1dEZDJiMipETJjGblpHskNjMIJyVFUxVWJEaHINRDA9JnV1a)

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91%



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Sweepstake Success Stories

Entering sweepstakes consistently is kind of a niche activity. It's not a hobby shared by many people. However, those who make entering sweepstakes a daily priority are certainly winning.

Success Stories Ahead!

5:33

91%



ZWZ3ZURUpTWVhCSmMzSIZSR05YUIQw
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Sweepstake Success Stories

Entering sweepstakes consistently is kind of a niche activity. It's not a hobby shared by many people. However, those who make entering sweepstakes a daily priority are certainly winning.

Success Stories Ahead!

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<https://cb.sailthru.com/oc/61fc63b30e0dc351152e6800fvl5f.5060/0dd5dd31>

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Real Wealth Info - 501 N Bridge St #2001 Hidalgo, TX 78557

(956) 548-9200

Reply

Reply all

Forward

5:31 91%
ndMeXRSZERoM1dEZDjiMlpETjJGb1p
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2NjM/61fcc588fed9fc08a635f36bDbad8c267

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Astrology knowledge is easily accessible if you know where to look. So get started here and see where it takes you.

Find Out More

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DailyMoneyPost. Location is exclusively for mail.

1187 N Willow Ave #103-821 Clovis, CA 93611

Reply

Reply all

Forward

From: Keith Campbell <kcampbell@acton-ma.gov>
Sent: Tuesday, April 5, 2022 11:41 AM
To: Regina Ryan
Subject: Email exchange with [REDACTED] on 3/11/22
Attachments: IMG_8982.jpg

From: Keith Campbell <kcampbell@abschools.org>
Sent: Tuesday, April 5, 2022 11:37 AM
To: Keith Campbell <kcampbell@acton-ma.gov>
Subject: Fwd: attached is a screenshot

EXTERNAL EMAIL * Caution is Advised *

----- Forwarded message -----

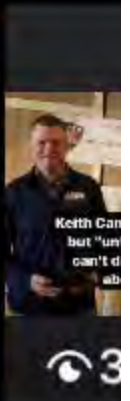
From: Keith Campbell <kcampbell@abschools.org>
Date: Sat, Mar 12, 2022 at 3:34 AM
Subject: Fwd: attached is a screenshot
To: Douglas Sturniolo <dsturniolo@acton-ma.gov>

Sent from my iPhone

Begin forwarded message:

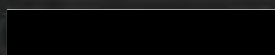
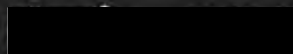
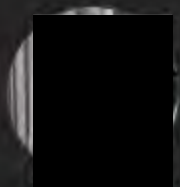
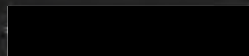
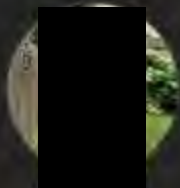
From: [REDACTED] <[REDACTED]>
Date: March 12, 2022 at 3:31:46 AM EST
To: Keith Campbell <kcampbell@abschools.org>
Subject: Re: attached is a screenshot

3:16



433

Viewers



On Sat, Mar 12, 2022 at 3:31 AM [REDACTED] <[REDACTED]> wrote:

This has been up for 7 hours. Reposted 50+ times. I'm still getting all the parents with children and alum from AB schools involved. That is still in process and everyday I'll take a step forward in exposing Acton police. Tomorrow someone will come by and look at the damages caused to my window by your officer Wiggins Baton. Keep in mind that was after he had already issued the citation and after I already gave him my registration. He was about to smash my window simply because I wouldn't roll it down for him. Is that normal for traffic stops? I was sitting in my car with my window rolled up, crying on the phone and he pulled out a weapon. So basically, in addition to the inappropriate and frankly ILLEGAL behavior exhibited by Mike and Tyler, now you have Wiggins with police misconduct. I'm sure you won't do anything about this, so don't worry, I will. Keep on sending your officers to harass me and try to intimidate me, and I will just get louder and louder until I'm HEARD. You have a daughter so I'm assuming you kind of understand but at the same time I can't assume that anymore based off of obvious events (Mike). Send this to the chief of police, Lieutenant and everyone who's in charge. I want them to know that you have all officially pushed me to my breaking point and now I won't stop until justice is served. You all won't listen until my trauma turns into anger and now all of a sudden I'm in the wrong? I will advocate until something is done. Social media is only step 1. You all took an oath yet show 0 integrity. Ask Wiggins to pull a gun out next time instead of a Baton, because that's the only way I'll keep my mouth shut is if im dead. Tyler and Mike can't force me to cover for them anymore and one last thing....I'm not scared of any of you. Anyone who hurts a child has a special place in hell

waiting for them. You all had the right idea, but the wrong bitch.



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3:16



620



433



330



322








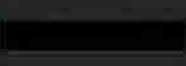











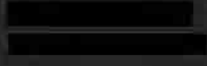












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Viewers

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Acton Police Department
P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711
Incident Report



Incident Number: 2022000003856

File No: N/A

Dispatch Incident Number: 2022000004179

Print Date: March 17, 2022

Printed By: rburrows

Incident Information											
Occurred On/From	Day of Week	Date	Time	Occurred To	Day of Week	Date	Time	Reported On	Date	Time	
	Sun	03/06/2022	9:01:00AM		Sun	03/06/2022	9:01:00AM	→	3/6/2022	9:01:13AM	
Reported As 2TRJ86/MA P:003856				Incident Type - Primary Motor Vehicle Violation				Arresting Officer			
Incident Address [REDACTED], ACTON, MA 01720								Reporting Officer Patrol Officer Marc Symington (159MS)			
Sector SOU		Stat. Area South Precinct Map H3		Sub Stat. Area 002		Census Tract		Landmark			
Business Name N/A				Incident Types - Other					Action Taken VIOLATION		

Associated Persons Summary							
Type	Name (Last, First, MI)	Date of Birth	Sex	Home Phone #	Cell Phone #	Work Phone #	
Operator	[REDACTED]	[REDACTED]	F	[REDACTED]	[REDACTED]	[REDACTED]	
Address: [REDACTED], ACTON, MA 01720							
Witness	[REDACTED]	[REDACTED]	F	N/A	N/A	N/A	
Address: [REDACTED], ACTON, MA 01720							

Associated Businesses Summary			
Type	Name	Primary Phone #	Secondary Phone #
No Associated Businesses reported for Incident #: 2022000003856			

Involved Officers			
Officer Title	Officer Name	Officer Type	Division
Sergeant	Raymond P Grey	Reporting Officer	Acton Police Department
Patrol Officer	Marc Symington	Reporting Officer	Acton Police Department
Patrol Officer	Marc Symington	Responding Officer	Acton Police Department
Sergeant	Christopher Hodges	Responding Officer	Acton Police Department

IBR/UCR Offenses				
Offense Number	IBR Type	Chapter	Section	Statute ID / IBR Type Description
No Incident Offenses Recorded for Incident #: 2022000003856				

Arrest Offenses				
Seq #	Chapter	Section	Name (Last, First, MI)	Description of Offense

Complaint Charges				
Seq #	Chapter	Section	Name (Last, First, MI)	Description of Offense

Vehicle Info					
Reg Plate - State (Year)	Vehicle Year, Make, Model	VIN	Primary Color	Second Color	Insurance Co.
[REDACTED]	[REDACTED]	[REDACTED]	Black	N/A	Geico General Insurance Co.

Property
No Property Info reported for Incident #: 2022000003856

Citations					
Citation No	Code	Date	Status	Statute	Description
t2906401	Civil	03/06/2022 09:38	Open	90/18/A	Speeding in Violation Special Regulation
No Citations reported for Incident #: 2022000003856					

Permits

Permit No	Type	Issue Date	Expire Date	Status	Issued To/Notes
No Permits recorded for Incident #: 2022000003856					

Other Narratives not authorized for print? None

Narratives this user authorized to print:

Narrative by: Patrol Officer Marc Symington Division: Acton Police Department

<u>Date & Time</u>	<u>Narrative Description</u>	<u>Entered by</u>	<u>Status</u>	<u>Reviewed by</u>	<u>Last Edit Date</u>
03/06/2022 12:51		Patrol Officer Marc Symington	Closed	Sergeant Christopher Hodges	03/06/2022

On Sunday, March 06, 2022, I (Officer Symington) was assigned to patrol in the South Precinct on the 0700-1500 shift, in marked Cruiser 11. At approximately 0900 hours I was parked stationary at the intersection of High Street and Parker Street. While stationary I observed a black Audi A4 () traveling west on High Street (a public way in the Town of Acton). performed a rolling stop through the intersection of High Street and Parker Street, then began to increase its speed at an accelerated rate. I attempted to catch up to and was eventually able to do so near the intersection of High Street and Valley Road (approximately a half mile). After catching up to the vehicle proceeded to travel between 48 and 52 miles per hour. Upon approaching the intersection of High Street and Conant Street was traveling consistently at 48 miles per hour. It should be noted this section of High Street is a posted 25 mile per hour zone. I activated my emergency blue lights and initiated a traffic stop in the area of High Street.

Upon approaching I identified the operator as . is the registered owner of the vehicle. It should be noted based on past experiences has been known to be confrontational during police encounters. While speaking with she appeared agitated. Her breathing was rapped, and her tone of voice was angry, and she provided short one-word responses. I advised her the reason of the stop was for her speed. I asked if she knew the posted speed limit for the section of High Street we were on. stated "25." I then asked if she knew how fast she was traveling. stated she was unsure. I advised of the above referenced speed. I then asked if she had been stopped for speeding in the past six months. did not respond. After providing me with her license and registration I asked a second time if she had recently been stopped for speeding. angrily stated not to waste her time and either write the citation or to call my supervisor. I returned to my cruiser to review 's driving history on my mobile data terminal. According to her driving history had previously been stopped for speeding in December of 2021. I then issued Massachusetts Uniform Citation T2906401 to for the following:

- Ch. 90 S. 18, Speeding in Violation, Special Regulation (48 in a posted 25)

Upon returning to the driver's side window of I advised she was being issued the above listed citation. I attempted to hand her license, registration, and citation. refused to take the items stating I needed to get rid of the citation, and that she refused to pay the fine. I attempted to explain to the appeals process and she stated she wanted to speak with my supervisor. I requested a supervisor respond, and Sergeant Hodges arrived on scene in Car 8 a short time later (please see Sergeant Hodge's report). While standing beside 's driver side window she said she needed me to go wait in my Cruiser and began to roll her driver's window up. I remained standing in place. then rolled her driver's window back down and began yelling at me and appeared to be recording the interaction on her phone. I asked to pull off of High Street into a safer location on a side street. stated "you stopped me here" and chose to remain in front of High Street. Because of light traffic from both directions I began to direct traffic temporarily.

Upon the arrival of Sergeant Hodges, I briefly advised him of the above, and handed him 's license, registration and Citation T2906401. At the request of to Sergeant Hodges I remained in my cruiser for the remainder of the traffic stop. While sitting in my Cruiser I could hear yelling at Sergeant Hodges. A short time later Sergeant Hodges began walking away from and I observed two pieces of paper (later identified as the citation I issued) being thrown out of the driver's side window onto High Street. then exited her vehicle and began yelling at Sergeant Hodges again in the middle of High Street. During this time was yelling about the stop and the Acton

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
03/06/2022 12:51		Patrol Officer Marc Symington	Closed	Sergeant Christopher Hodges	03/06/2022

Police Department. [REDACTED] eventually returned to her vehicle and drove away. During this time Sergeant Grey was also on scene. Sergeant Grey then spoke to the resident of [REDACTED] High Street who observed some of the incident from her front door (please see Sergeant Grey's report). Sergeant Hodges had retrieved the citation [REDACTED] left on scene and handed it to me. I returned to the Acton Police Station to mail [REDACTED] Citation T2906401.

Respectfully submitted,
Officer Symington #159

Signature - Reporting Officer

Signature - Reviewing Officer

Narrative by: Sergeant Raymond Grey Division: Acton Police Department

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
03/06/2022 10:41		Sergeant Raymond Grey	Closed	Sergeant Christopher Hodges	03/06/2022

While at the station I heard over the radio Officer Symington requesting a supervisor to his location at [REDACTED] High Street. Sergeant Hodges acknowledged the request. Upon my arrival traffic was stopped in both directions on High Street. While directing traffic around the scene I observed two pieces of paper come out from the drivers side front window and land on the road. A short time later the operator ([REDACTED]) exited the car holding her phone and yelling she wanted all of us on video and was going to post it on Facebook,

[REDACTED] was walking in the middle of the road and traffic had to be held up until Sergeant Hodges could convince her to get out of the roadway and return to her car. During this time [REDACTED] continued to yell about the stop and her involvement with the police department. [REDACTED] drove off at a high rate of speed leaving the citation on the roadway.

Prior to clearing Sergeant Hodges asked me to speak with the women standing in the doorway at [REDACTED] High Street. She introduced herself as [REDACTED] and stated while in her home she could hear a women screaming. When she opened the door she could hear the person yelling something about children and nothing else. [REDACTED] assured me she was all right prior to me leaving.

While in Communications [REDACTED] came in to the lobby and retrieved her citation that had been for her.

Signature - Reporting Officer

Signature - Reviewing Officer

Narrative by: Sergeant Christopher Hodges Division: Acton Police Department

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
03/06/2022 12:03	Sgt. Hodges Supplement	Sergeant Christopher Hodges	Closed	Sergeant Christopher Hodges	03/06/2022

On 03-06-22 I assigned as the dayshift Patrol Sergeant. At approximately 0901 hours Officer Symington conducted a motor vehicle stop in the area of [REDACTED] High Street. A few moments later Officer Symington asked for a supervisor to respond to his location. I responded and arrived a few moments later.

Upon arrival I observed Officer Symington outside of his cruiser standing at the driver's side of a black Audi sedan that he had stopped. I saw that the operator of the vehicle was a female who I recognized from previous contacts as [REDACTED] (DOB [REDACTED]). I noticed that the driver's side window was completely closed at the time.

As I pulled up behind Officer Symington's cruiser he left the driver's side window and walked back towards my car. He explained that he was conducting traffic enforcement in the area and stopped this vehicle for speeding. As a result of the violation he issued the operator ([REDACTED]) a citation and attempted to give it to her but she refused to take it saying she wanted to speak with a supervisor.

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
03/06/2022 12:03	Sgt. Hodges Supplement	Sergeant Christopher Hodges	Closed	Sergeant Christopher Hodges	03/06/2022

I then took [REDACTED]'s license, registration and the citation from Officer Symington and approached the driver's side of the Audi. I lightly knocked on the window when I arrived and [REDACTED] lowered it. I introduced myself and asked [REDACTED] what I could do for her. She appeared agitated and stated that she did not want to deal with "this officer" (Officer Symington) and did not want to talk to me while he was around. I then asked Officer Symington to have a seat in his cruiser, which he did. I again asked [REDACTED] what I could do for her and she began saying that APD continues to harass her, she keeps getting stopped, and this officer said she was speeding. I asked her if she was speeding and she responded by saying "I don't know.... was I? He said I was!"

[REDACTED] began to get extremely agitated at this point and began to yell about past incidents she has had with Officers from the Acton Police Department. I attempted to explain the process of appealing the citation through the court process but she continued to yell and scream over me and would not let me talk. This went on for a few seconds and I finally asked her if there was anything I could do for her today and she said "I am not taking this ticket and I'm not paying it". This conversation was not going anywhere and [REDACTED] would not let me speak. She refused to take the citation or her documents from my hand so I dropped them through the open window from approximately 1-2 feet into her lap. She then began to scream that I not "throw things at her, or touch her car". She took the citation and envelope from her lap and threw it out the window saying that she was not taking it. I turned, informed [REDACTED] that she was free to leave and began walking back to my cruiser.

At this point, [REDACTED] exited her car and continued screaming about prior contacts with the Acton Police Department. She approached myself, Officer Symington and Sergeant Grey (who was now on scene) and took our photo using her cell phone while screaming that we would all be on Facebook. At this time several vehicles had stopped because [REDACTED] was in the middle of the roadway and a female resident of [REDACTED] High Street, later identified as [REDACTED], came out of her front door to see what the commotion was. I instructed [REDACTED] several times to get back into her vehicle and leave the area. After about three times telling her to leave she returned to her vehicle screaming that APD needs to "leave her the fuck alone" and drove away.

I picked up the citation and envelope from the roadway and returned them to Officer Symington to mail to [REDACTED]'s address. Sergeant Grey approached [REDACTED] and she told him that she heard the yelling and screaming from inside of her home and was concerned that the young woman was having some type of issue so she came outside.

A short time later, while I was at the PSF, I spoke with [REDACTED] over the telephone who stated that she needed a copy of the citation. She continued to scream and yell and I informed her that the citation was being mailed to her address on [REDACTED] and she yelled back that she wanted a copy now. I then told her that I would place a copy of the citation at the front dispatch window and she could pick it up from the lobby. [REDACTED] came into the lobby a few minutes later, picked up the citation and left without incident.

Respectfully Submitted,
Sergeant Chris Hodges #165
Acton Police Department

 #165

Signature - Reporting Officer

 #165

Signature - Reviewing Officer

Incident Notes:

Create User ID:

Date & Time

No Incident Notes Listed

Incident Dispatcher Remarks:

Create User ID: system

Date & Time

03/06/2022 09:20:32

MVS in area of above.

Mailing citation to r/o.

Call Takers Remarks:

Create User ID:

Date & Time

No Caller Remarks Listed



ACTON POLICE DEPARTMENT

Patrol Division



To: Lieutenant Ed Lawton
From: Sergeant Chris Hodges #165
Date: 03-12-22
Re: Incident #22-4234

Lieutenant Lawton,

On 03-12-22 I was assigned as the dayshift Patrol Sergeant. Upon arriving for duty, I was informed by Sergeant Keith Campbell of an incident that occurred during the 3-11 shift the night prior. He then informed me of the details of a motor vehicle stop conducted by Officer Roderick Wiggins which is documented under APD incident #22-4234.

The female operator of the vehicle, identified as [REDACTED], alleged that Officer Wiggins used a baton to bang on her window and caused damage. Sergeant Campbell stated that he responded and spoke with [REDACTED] but did not observe any damage to the vehicle. [REDACTED] demanded that someone come back in the daylight and look at the damage. He stated that someone would respond around 12:00 today (03-12-22). I then told Sergeant Campbell that I would meet with [REDACTED] at this time and photograph the vehicle in the daylight.

At approximately 0930 hours I was contacted by APD dispatch who stated that [REDACTED] had called them saying that she was in the parking lot of the Public Safety Facility and demanded to speak with the Officer in Charge. Detective Christopher Browne and I responded to the front parking lot and I approached [REDACTED] who was seated in her black Audi A4 sedan. As I walked up to the window [REDACTED] began to yell about her dealings with APD and specifically her interaction with Officer Wiggins the night prior.

She stated that Officer Wiggins stopped her and ultimately tried to "smash out her window". She continued to yell questioning the fact that Wiggins "took out a weapon (baton) unnecessarily" She then went on to other complaints that she had about Acton Police Officers and that we (all APD officers) are involved in a cover-up. She then began to read from a notepad and listed several names of people including state politicians, FBI agents and others that she was going to contact to tell her story of APD misconduct.

Once she paused her tirade, I told her that I spoke with Sergeant Campbell about the stop the night prior and he asked me to take some pictures of her driver's side window. She replied by yelling "I don't want to talk about the window right now" and continued to yell about other complaints.

When there was another pause in the yelling I asked [REDACTED] if there was anything I could do for her today and if she wanted me to look at the window and take pictures. Her



ACTON POLICE DEPARTMENT

Patrol Division



response was “I do not want any fucking pictures and you need to get the fuck out of my way”. She then closed the window and put her car in reverse. I turned away from the car and walked back into the station as she drove out of the parking lot.

Respectfully Submitted,

Sergeant Chris Hodges #165



**ACTON POLICE DEPARTMENT
INTERDEPARTMENTAL
COMMUNICATIONS**

To: Deputy Chief James Cogan
From: Lt. Douglas Sturniolo
Date: March 18, 2022
Re: [REDACTED] Complaint

On March 17, 2022, I was notified by [REDACTED], the Department's [REDACTED], that [REDACTED] was in the lobby and would like to speak with us. [REDACTED] and I then greeted [REDACTED] in the lobby at approximately 12:45 pm. [REDACTED] handed me an Acton Police Department Citizen Complaint Form which was filled out. I asked [REDACTED] if she would accompany [REDACTED] and I to the EOC where we could sit down and discuss her complaint which she agreed. Once in the EOC, [REDACTED] stated that she wanted Mike Eracleo charged for all his crimes. I asked [REDACTED] if she could provide any details regarding the allegations and she stated "I am not talking to you or anyone from the Acton Police! I want an attorney and I've already reported everything to the State Police!".

At this time I told [REDACTED] that I was very sorry for all that she has been through and that I wanted to help her. I then asked [REDACTED] if she could tell me anything further about the allegations and she refused. I then advised [REDACTED] that I would contact the State Police directly and provide her contact information. [REDACTED] stated that she would like that and the interview was concluded. I then advised [REDACTED] that I was going to make a copy of her complaint so she would have one for her records. I then proceeded to the dispatch center to make the copy. Upon returning to provide [REDACTED] her copy, [REDACTED] stated "I want you to know, I sent Mike much more than \$50.00". I asked [REDACTED] how much money she gave Mike and she replied "A total of \$3600.00 over time in gift cards and cash". [REDACTED] stated, "I have all the evidence and I'm giving it to the State Police". [REDACTED] then stated she was done and left the building.

Upon returning to my office, I attempted to contact Lt. William Donoghue of the Massachusetts State Police assigned to the Middlesex DA's Office. I left a message with Lt. Donoghue regarding the recent contact with [REDACTED] and requested a call back. At approximately 4:00 pm I received a call back from Lt. Donoghue. I advised Lt. Donoghue of the complaint filed by [REDACTED]. Lt Donoghue advised that he would notify Joe Gentile of the Middlesex DA's Office to have a Victim Witness Advocate contact [REDACTED]. I then provided Lt. Donoghue with [REDACTED]'s cell phone number .

Respectfully,

Lt. Douglas Sturniolo



Acton Police Department

Chief Richard Burrows

371 Main Street

Acton, MA 01720

Citizen's Complaint Form

Instructions:

It is the policy of the Acton Police Department to investigate all complaints against the department and/or a member(s) of the department, regardless of the source of such complaints, through a regulated, fair and impartial Internal Affairs (IA) Program.

If a person has such a complaint, it may be filed with the on-duty supervisor, Lieutenant, Deputy Chief, or the Chief of Police. A report on your complaint will be taken and investigated by an appropriate member of the department.

You may file your complaint verbally or in writing, however writing is preferred so there are no misunderstandings or inaccuracies. Please fill out the attached complaint form with as much detail as possible.

*** TO BE COMPLETED BY THE COMPLAINANT***

<u>Date of Incident</u> New Times the time 3/1/22	<u>Time of Incident</u> early morning	<u>Date Reported</u> 3/17/22	<u>Time Reported</u> 12:35 pm	<u>Complaint made against</u> (name or description) Michael C. Ciolek
<u>Location of Incident</u> [Redacted] Acton, MA 01720				
<u>Complainant's Name</u> [Redacted]		<u>Phone #</u> [Redacted]	<u>Email Address</u> [Redacted]@atgmail.com	
<u>Name of Person Assisting Complainant</u> [Redacted] God + Jesus		<u>Phone #</u> [Redacted]	<u>Email Address</u> [Redacted]@atgmail.com	
<u>Witness Information</u> (Name, Phone #, Email Address etc.) [Redacted]				

Details of the Incident: Please provide a full description of the circumstances that prompted your complaint. Attach supporting documentation, as appropriate; including letters, emails, photos, video, and audio recordings, etc.

see attached form - page 2 of
and see first Complaint form filed Feb 18, 2022
I am officially pressing charges + Mike Gracke
hopefully will go to prison and his accomplices and
pay for his crimes. (Plural = crimes)

Signed [Redacted]

Department

1 of 12 pages

Case # 6969696969

see other report

- attach
to previous
report filed
Feb 18, 2022

Dear Richard Burrows,

This is

Acton, MA. 01720. This letter is an added letter
to an official police report filed around
Feb 19, 2022. I am officially pressing charges

on Michael Fracaleo (Detective) for more rape
charges, breaking and entering, Identity theft,
hacking my cell phone, hacking my Google, Email,
and Facebook Accounts. I was raped again on the
early morning of March 1, 2022. There was a lot
of sperm on my bed around my vagina on March 1, 2022
in a diameter of 4" in a circle of sperm. My
bed needs the state police for forensics, FBI, district
Attorney, FTC, Federal Trade Commission and I am
currently getting a top notch lawyer to sue Acton police
and the town. I am going for millions. (or billions)!
You can't be mean.

I am very smart
and I am going to sue for pain and suffering!

Signed

(Attach additional pages, if necessary)

I have read or had read to me, the above and attached complaint and statement consisting of _____ pages. All of the answers are true and accurate to my knowledge. I understand that filing a false report of a crime is a violation of M.G.L. 269 s. 13A, and could result in my arrest and being fined and/or imprisoned.

Complainant's Signature

3/17/22
Date and Time Signed

Signature of Parent/Guardian
(If the Complainant is Under 18 yrs.)

Date and Time Signed

Departmental Use Only

LT. Doug Sturnick #79
Received By: Rank/ Name/ ID Number

3/17/22
Date

12:52 PM
Time Received

Investigated By: Rank/ Name/ ID Number

Date

Time Received

22-4557
Incident Number

Complaint Number

Internal Affairs (IA) Investigation?

Yes

☐

No

☐

If yes, IA Number: _____

Copy Given to Complainant: In-Hand

☒

Email

☐

Certified Mail

☐

Acton Police Department



**ACTON POLICE DEPARTMENT
INTERDEPARTMENTAL
COMMUNICATIONS**

To: Det. Lieutenant Sturniolo

From: Sergeant Frederick Rentschler

Date: March 3, 2020

Re: In-appropriate conduct Allegation – Det. Eracleo

Sir,

On Wednesday, February 26, 2020, at 14:56 Hrs., I received a verbal statement from Det. Campbell advising me that a staff member of ABRHS ([REDACTED]) made a report that Det. Eracleo inappropriately touched himself while in a meeting with a student ([REDACTED], Age 17) on Monday, 2-24-2020.

After speaking with Det. Campbell, I contacted you and passed the information along via cell phone and I went on scheduled days off (Thur/Fri.)

Investigation:

On the morning of Monday, March 2, 2020, I received Det. Campbell's formal, "To/From" communication stating a synopsis of the events on February 24th.

At approximately 08:00 AM I called and left a voice message with [REDACTED] (Dean of student services) requesting to speak to the original complainant, [REDACTED]. Due to this being the week of MCAS testing, I received no immediate call back.

At 10:00, I conversed with Det. Campbell (who was already at the school) and he was able to facilitate a meeting with [REDACTED] and the Special Education Program Director, [REDACTED]. The meeting was set for 11:15 AM (3-2-2020).

At 11:15 AM, I went to the ABRHS and was directed to the Administrative Staff Conference room where I was then met by, [REDACTED] and [REDACTED]. After making acquaintances, I explained why I was present.

I then began to ask [REDACTED] how long she had worked for the ABRSD, what her job was and how long she knew the student, [REDACTED]. [REDACTED] related to me that she has been a "Student Peer-Support Specialist" for almost [REDACTED] years. I asked what type of work this entails and [REDACTED] said she likes to work 1-on1 with students who have troubles in/out of class and need help. I asked if this how she know [REDACTED] and she said yes.

I asked [REDACTED] how long she has known [REDACTED] and she related that it had been about 5 (five) months so far.

I asked [REDACTED] to relate the events [REDACTED] shared with her regarding the conduct of Detective Michael Eracleo.

According to [REDACTED] [REDACTED] reported to her on Wednesday, February 26, 2020 the following events;

On Monday, February 24, 2020, [REDACTED] was in the SRO Office in the High School during "G" Block along with Det. Eracleo who was seated at desk. At some point during the "G" Block time period, Det. Eracleo stood up from the desk he was seated and touched his pelvic area, from which [REDACTED] could see an "Erection". Det. Eracleo then rubbed his erection on the outside of his pants. After seeing this, [REDACTED] felt uncomfortable and left the office and went home from school sick.

[REDACTED] was reportedly out sick on Tuesday, February 25, 2020.

[REDACTED] reported the incident to [REDACTED] during her routine "G" Block {sometime between 12:47 to 13:52} visit with [REDACTED] [REDACTED] then shared this report with both [REDACTED] and [REDACTED].

I asked [REDACTED] if [REDACTED] had ever previously disclosed any other reports of this nature and she said no. However, [REDACTED] did go on to say (without being asked) that Det. Eracleo and [REDACTED] converse regularly via, "Social media" and in [REDACTED]'s opinion,

"No adult should EVER talk with a child via social media, it's not right and it's not appropriate...."

I asked [REDACTED] if there was anything else about [REDACTED]'s encounter that she could recall and she said no.

We then tried to set up a meeting so that I could speak with [REDACTED] in person during her "G" block break today (3-02-2020) beginning at 12:47 PM.

At 12:52 PM I called [REDACTED] to confirm our meeting with [REDACTED] was still on-track. After speaking with [REDACTED] I was told that [REDACTED] was not feeling up to discussing the matter and was going home early from school, sick.

We then made plans to re-visit the matter, [REDACTED] willing on Tuesday, March 03, 2020.

At 09:01 on, Tuesday, March 03, 2020, I received a call from [REDACTED] saying that [REDACTED] would be in after 9:20 and wanted to speak with me.

At 09:20 on, Tuesday, March 03, 2020, I proceeded to the ABRHS, signed in and later met [REDACTED] & [REDACTED] as they were walking into the administrative offices at the High school. We then went into the unoccupied conference room and shared introductions.

At 9:24 AM, I began telling [REDACTED] the reasons for my visit and she immediately responded by saying,

"I know you are very busy and you shouldn't be wasting your time on this.... Thank you for coming, this was all a big misunderstanding, really."

I then stated that the Police Department had received a report about inappropriate conduct of an officer and I was again interrupted by [REDACTED] as she said,

"I don't understand why this is happening, nothing happened, honestly there is nothing to talk about"

- I then noted [REDACTED] staring away and towards the floor in making this response.

I then made the statement that the police department takes all reports of misconduct seriously and have a policy of investigating all such claims. [REDACTED] again replied,

"This is crazy, I'm sorry, nothing happened, I need to go to class, can I please go?"

I explained to [REDACTED] that she was free to leave, but that, this was a very serious matter. I asked her again if she wanted to tell me anything about the afternoon of the 24th and she said, "This is all a big misunderstanding". [REDACTED] looked at [REDACTED] collected her belongings and asked permission to be excused from the room.

I looked at [REDACTED] as she shrugged her shoulders and half-grinned at me. I explained to [REDACTED] that I would be available if [REDACTED] made any other disclosures. [REDACTED] said she would call if anything changed.

On Tuesday, March 03, 2020 at 10:30 AM, I spoke with Det. Michal Eracleo regarding the initial incident of February 24, 2020.

Det. Eracleo related to me that he recalled the incident involving [REDACTED]. He stated that both he and Det. Campbell were in the SRO Office at the school. He was there looking for [REDACTED] to show up at the office (as she usually does during her open time blocks) so he could [REDACTED]

At or about 12:47 PM, Det. Eracleo arrived at the High School SRO Office to find that [REDACTED] was already there, alone, making herself comfortable in the office. Det. Eracleo began to speak with [REDACTED] and Det. Campbell arrived immediately thereafter.

Det. Eracleo [REDACTED] to [REDACTED] and had her call her father regarding the [REDACTED] and he spoke with [REDACTED] about his requirement [REDACTED].

Det. Eracleo took this opportunity to catch up with [REDACTED] on her recent progress(es) with school, college applications, upcoming MCAS tests and the like. Det. Eracleo was happy to hear these updates having had firsthand knowledge of the struggles [REDACTED] has had since the beginning of the school year with [REDACTED], disruptive school behavior(s), truancy issues.

According to Det. Eracleo he spent many hours working with [REDACTED] (with her father's knowledge) via snap chat and occasionally in person about re-adjusting her life goals, objectives and priorities. Det. Eracleo knew that [REDACTED] was on-track for expulsion from the AB Schools for her conduct and was attempting to mentor her in an effort to prevent this.

Having the mindset of "catching" up with [REDACTED], Det. Eracleo remained in the SRO Office with the door open, talking with [REDACTED] after Det. Campbell left. During their conversation Det. Eracleo stated that the door to the office was never closed, numerous students, Assistant Principal ([REDACTED]), the Dean of students, all stopped in sporadically over approximately 15 minute span.

I asked Det. Eracleo what he and [REDACTED] spoke of during the interaction they had and he mentioned that he was happy with [REDACTED]'s recent success and was encouraging her to continue. At some point during their conversation, Det. Eracleo voiced his observations of the students seen in the security camera aloud.

According to Det. Eracleo he stated, "People don't wear slack or jeans anymore? Every guy I see is in sweat pants and every girl wears leggings..."

Shortly after making this comment [REDACTED] reportedly said,

"I think that's cool, when guys wear sweat pants, you can see their dick print..."

According to Det. Eracleo this comment was not particularly unusual for [REDACTED] and that he did not make any other statements to her in order to continue her line of conversation.

Det. Eracleo said he began to "shutdown" their conversation, change the topic so he could begin his exit from the room.

Det. Eracleo and Campbell advised me that [REDACTED] seeks out the SRO office as a "safe-haven" of sorts because she often hangs out for long periods of time there. She is oftentimes reluctant to leave and due to her volatile past behaviors, her "Over-stays" in the SRO office are informally condoned.

With another appointment to attend to, Det. Eracleo recalls sitting up from his chair, looking away, adjusted his belt after standing up and left [REDACTED] in the SRO office.

When asked about the reported incident on the 24th of February, Det. Eracleo was admittedly shocked and bewildered at the implications that he acted in such a manner.

I asked Det. Eracleo if it were possible in any way for [REDACTED] to form the opinion he acted inappropriately and he said, I have no idea how she came up with that.

Conclusion:

Based on the repudiation of [REDACTED]'s statement to [REDACTED], the demeanor of Det. Eracleo, the dynamics and credibility of the individuals involved, I find this report to be;

Unfounded.

Respectfully submitted,

Sergeant Frederick W. Rentschler

Acton Police Department
P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711
Incident Report



Incident Number: 2021000006687
File No: N/A
Dispatch Incident Number: 2021000007327
Print Date: March 24, 2022
Printed By: rburrows

Incident Information											
Occurred On/From	Day of Week	Date	Time	Occurred To	Day of Week	Date	Time	Reported On	Date	Time	
	Thurs	04/22/2021	1:29:00AM		Thurs	04/22/2021	1:29:00AM	→	4/22/2021	1:29:51AM	
Reported As Well Being check P:006687				Incident Type - Primary General Service				Arresting Officer			
Incident Address 371 MAIN ST, ACTON, MA 01720								Reporting Officer Patrol Officer Kurt Correia (170KC)			
Sector CEN		Stat. Area Central Precinct Map F3		Sub Stat. Area		Census Tract		Landmark POLICE STATION			
Business Name N/A				Incident Types - Other Well Being Check				Action Taken ASSISTED PARTY			

Associated Persons Summary							
Type	Name (Last, First, MI)	Date of Birth	Sex	Home Phone #	Cell Phone #	Work Phone #	
Other			F			N/A	
Address: ACTON, MA 01720							

Associated Businesses Summary			
Type	Name	Primary Phone #	Secondary Phone #
No Associated Businesses reported for Incident #: 2021000006687			

Involved Officers			
Officer Title	Officer Name	Officer Type	Division
Patrol Officer	Steven Stalzer	Responding Officer	Acton Police Department
Patrol Officer	Kurt Correia	Reporting Officer	Acton Police Department
Patrol Officer	Kurt Correia	Responding Officer	Acton Police Department

IBR/UCR Offenses				
Offense Number	IBR Type	Chapter	Section	Statute ID / IBR Type Description
No Incident Offenses Recorded for Incident #: 2021000006687				

Arrest Offenses				
Seq #	Chapter	Section	Name (Last, First, MI)	Description of Offense

Complaint Charges				
Seq #	Chapter	Section	Name (Last, First, MI)	Description of Offense

Vehicle Info						
Reg Plate - State (Year)	Vehicle Year, Make, Model	VIN	Primary Color	Second Color	Insurance Co.	
No Vehicle Info Recorded for Incident #: 2021000006687						

Property
No Property Info reported for Incident #: 2021000006687

Citations					
Citation No	Code	Date	Status	Statute	Description
No Citations reported for Incident #: 2021000006687					

Permits					
Permit No	Type	Issue Date	Expire Date	Status	Issued To/Notes
No Permits recorded for Incident #: 2021000006687					

Narratives for Incident Number 2021000006687 ? Yes

Other Narratives not authorized for print? None

Narratives this user authorized to print:

Narrative by: Patrol Officer Kurt Correia Division: Acton Police Department

<u>Date & Time</u>	<u>Narrative Description</u>	<u>Entered by</u>	<u>Status</u>	<u>Reviewed by</u>	<u>Last Edit Date</u>
04/22/2021 02:12		Patrol Officer Kurt Correia	Closed	Sergeant Keith Campbell	04/22/2021

Today April 22, 2021 I Officer Kurt Correia was working the remainder of a 2300-0700 patrol shift which began on April 21, 2021 in my full duty uniform assigned to fully marked cruiser number six. At approximately 01:29 I was radioed by dispatch to return to the station to speak with [REDACTED] who had walked into the lobby dragging a bag with her.

In the lobby of the station I spoke with [REDACTED] who stated that she wanted an officer to go with her to her apartment and wait while she got a camera from inside. She wanted an officer to wait by her car so nothing would be stolen from it. I tried asking [REDACTED] why so late was she looking for this assistance and where she was coming from. [REDACTED] quickly snapped that she didn't have to answer my questions. I then tried to ask her if she was staying in her apartment and she again snapped that she was not answering any questions. She then started to tell me that there is a "creep" around her building and that her car would not be safe. Again she snapped that she was not answering questions when I tried to find out more about the "creep"

I told [REDACTED] that I would meet her outside of her building and that I could wait a few minutes with for her. [REDACTED] had with her in the lobby a laundry bag with a draw string that she dragged behind her as she walked. The bag was approximately 3ft long and I would say half full of unknown items.

I met [REDACTED] outside of her building where she dragged the same bag inside. She was inside for approximately 5 minutes before coming outside again and dragging her same bag which appeared more full now, approximately half way. She heaved the bag into the trunk of her car and shut it. She then approached my cruiser and told me that she would "be gone like the wind". She then told me that she would never go back inside her apartment and that everything else that is left in there she consigned to a thrift shop.

[REDACTED] then asked me how to make an appointment at Town Hall for a Mass ID. I asked her what she meant and she said "you know a ID so I have identification". I tried explaining to her that she needed to go the registry for that but she cut me off and said that she would talk to Mike (Det. Eracleo) or the Chief about it because they knew.

[REDACTED] then got in her car and left the parking lot.

Respectfully Submitted,
Officer Kurt Correia, 170
Acton Police Department

Signature - Reporting Officer

Signature - Reviewing Officer

Incident Notes:

Create User ID: [REDACTED]

Date & Time
No Incident Notes Listed

Incident Dispatcher Remarks:

Create User ID: system

Date & Time

04/22/2021 02:04:13

Female party walked into the PSF lobby dragging a bag, appeared confused [REDACTED] and requested a police escort to her residence to pick up items. 170KC, 160SS spoke with her in the lobby. 170KC responded to [REDACTED] Rd to assist her with gathering belongings. See report.

.....

Call Takers Remarks:

Create User ID:

Date & Time

No Caller Remarks Listed

Acton Police Department
P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711
Incident Report



Incident Number: 2021000006718
File No: N/A
Dispatch Incident Number: 2021000007360
Print Date: March 24, 2022
Printed By: rburrows

Incident Information											
Occurred On/From	Day of Week	Date	Time	Occurred To	Day of Week	Date	Time	Reported On	Date	Time	
	Thurs	04/22/2021	3:07:00PM		Thurs	04/22/2021	3:07:00PM	→	4/22/2021	3:07:16PM	
Reported As				Incident Type - Primary				Arresting Officer			
Suspicious Activity/Person P:006718 F:0013				Suspicious Activity/Person							
Incident Address								Reporting Officer			
[REDACTED] ACTON, MA 01720								Patrol Officer Roderick Wiggins (168RW)			
Sector		Stat. Area		Sub Stat. Area		Census Tract		Landmark			
NOR		North Precinct Map E5									
Business Name				Incident Types - Other				Action Taken			
N/A				Medical, Section 12				REPORT			

Associated Persons Summary							
Type	Name (Last, First, MI)	Date of Birth	Sex	Home Phone #	Cell Phone #	Work Phone #	
Caller	[REDACTED]	[REDACTED]	F	[REDACTED]	[REDACTED]	N/A	
Address:		[REDACTED] ACTON, MA 01720					
Other	[REDACTED]	[REDACTED]	M	N/A	N/A	N/A	
Address:		[REDACTED] Dracut, MA 01826-4629					

Associated Businesses Summary			
Type	Name	Primary Phone #	Secondary Phone #
No Associated Businesses reported for Incident #: 2021000006718			

Involved Officers			
Officer Title	Officer Name	Officer Type	Division
Detective	Michael Eracleo	Reporting Officer	Acton Police Department
Patrol Officer	Roderick M Wiggins	Reporting Officer	Acton Police Department
Patrol Officer	Roderick M Wiggins	Responding Officer	Acton Police Department
Patrol Officer	Ellis Corey	Responding Officer	Acton Police Department

IBR/UCR Offenses				
Offense Number	IBR Type	Chapter	Section	Statute ID / IBR Type Description
No Incident Offenses Recorded for Incident #: 2021000006718				

Arrest Offenses				
Seq #	Chapter	Section	Name (Last, First, MI)	Description of Offense

Complaint Charges				
Seq #	Chapter	Section	Name (Last, First, MI)	Description of Offense

Vehicle Info					
Reg Plate - State (Year)	Vehicle Year, Make, Model	VIN	Primary Color	Second Color	Insurance Co.
No Vehicle Info Recorded for Incident #: 2021000006718					

Property
No Property Info reported for Incident #: 2021000006718

Citations					
Citation No	Code	Date	Status	Statute	Description
No Citations reported for Incident #: 2021000006718					

Permits		Type		Issue Date	Expire Date	Status	Issued To/Notes
No Permits recorded for Incident #: 2021000006718							

Narratives for Incident Number 2021000006718 ? Yes

Other Narratives not authorized for print? None

Narratives this user authorized to print:

Narrative by: Patrol Officer Roderick Wiggins Division: Acton Police Department

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
04/22/2021 18:05		Patrol Officer Roderick Wiggins	Closed	Sergeant John Cooney	04/22/2021

On April 22, 2021 at approximately 15:07 Officer Corey and I were dispatched to [REDACTED] Acton, MA 01720 for a well-being check. Upon our arrival, we spoke with [REDACTED] in regards to her recent behavior. [REDACTED] she thinks someone is trying to kill her. [REDACTED] has attempted to booby-trap her apartment on several occasions to keep "people from killing her." [REDACTED] spoke with Detective Eracleo and it was agreed by all parties [REDACTED]. [REDACTED] has stated numerous times that she doesn't feel safe in her apartment. Due to her booby -trapping her apartment and the high risk of her possibly getting hurt or hurting someone, [REDACTED]. Acton Fire [REDACTED] will be attached to this report.

Officer Roderick M. Wiggins168RW
Acton Police Department

Signature - Reporting Officer

Signature - Reviewing Officer

Narrative by: Detective Michael Eracleo Division: Acton Police Department

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
04/23/2021 12:01		Detective Michael Eracleo	Closed	Sergeant Scott Krug	04/26/2021

Detective Eracleo
04/23/2021

I was able to obtain information that [REDACTED] may be working with [REDACTED]. She had written down the name [REDACTED] [REDACTED] ([REDACTED]). [REDACTED] ([REDACTED]) and I discussed [REDACTED] reported to Police regarding [REDACTED] and her [REDACTED] [REDACTED] will provide follow up next week.

Signature - Reporting Officer

Signature - Reviewing Officer

Incident Notes:

Create User ID:

Date & Time
No Incident Notes Listed

Incident Dispatcher Remarks:

Create User ID: system

Date & Time
04/22/2021 16:19:20
168RW, 171EC responded for a female party stating her father was going to hurt her. 168RW requested FD for a voluntary transport, E21, R34 responded. R34 w/168RW [REDACTED] 0-4.4.

Call Takers Remarks:

Create User ID:

Date & Time

No Caller Remarks Listed

Acton Police Department
P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711
Incident Report



Incident Number: 2021000007790
File No: N/A
Dispatch Incident Number: 2021000008536
Print Date: March 24, 2022
Printed By: rburrows

Incident Information											
Occurred On/From	Day of Week	Date	Time	Occurred To	Day of Week	Date	Time	Reported On	Date	Time	
	Mon	05/10/2021	7:35:00AM		Mon	05/10/2021	7:35:00AM	→	5/10/2021	7:35:45AM	
Reported As				Incident Type - Primary				Arresting Officer			
Suspicious Activity/Person P:007790 F:0016				Suspicious Activity/Person							
Incident Address								Reporting Officer			
371 MAIN ST, ACTON, MA 01720								Sergeant Scott Howe (45SH)			
Sector		Stat. Area		Sub Stat. Area		Census Tract		Landmark			
CEN		Central Precinct Map F3									
Business Name				Incident Types - Other				Action Taken			
N/A				Medical, Section 12				TRANSPORT			

Associated Persons Summary							
Type	Name (Last, First, MI)	Date of Birth	Sex	Home Phone #	Cell Phone #	Work Phone #	
Caller			F			N/A	
Address:		ACTON, MA 01720					

Associated Businesses Summary			
Type	Name	Primary Phone #	Secondary Phone #
No Associated Businesses reported for Incident #: 2021000007790			

Involved Officers			
Officer Title	Officer Name	Officer Type	Division
Sergeant	Scott J Howe	Reporting Officer	Acton Police Department
Sergeant	Scott J Howe	Responding Officer	Acton Police Department
Detective	Douglas Mahoney	Responding Officer	Acton Police Department

IBR/UCR Offenses				
Offense Number	IBR Type	Chapter	Section	Statute ID / IBR Type Description
No Incident Offenses Recorded for Incident #: 2021000007790				

Arrest Offenses				
Seq #	Chapter	Section	Name (Last, First, MI)	Description of Offense

Complaint Charges				
Seq #	Chapter	Section	Name (Last, First, MI)	Description of Offense

Vehicle Info						
Reg Plate - State (Year)	Vehicle Year, Make, Model	VIN	Primary Color	Second Color	Insurance Co.	
No Vehicle Info Recorded for Incident #: 2021000007790						

Property
No Property Info reported for Incident #: 2021000007790

Citations					
Citation No	Code	Date	Status	Statute	Description
No Citations reported for Incident #: 2021000007790					

Permits					
Permit No	Type	Issue Date	Expire Date	Status	Issued To/Notes
No Permits recorded for Incident #: 2021000007790					

Other Narratives not authorized for print? None

Narratives this user authorized to print:

Narrative by: Sergeant Scott Howe Division: Acton Police Department

<u>Date & Time</u>	<u>Narrative Description</u>	<u>Entered by</u>	<u>Status</u>	<u>Reviewed by</u>	<u>Last Edit Date</u>
05/10/2021 09:00		Sergeant Scott Howe	Closed	Sergeant Raymond Grey	05/10/2021

On 5/10/2021 at approximately 7:45AM, myself and Det. Mahoney met with [REDACTED] in the EOC regarding suspicious activity. [REDACTED] immediately began speaking erratically. She stated that she wanted to report a murder and that she left her apartment this morning because she was going to be murdered. She further stated that all of this was committed by Det. Mike Eracleo. She stated that he had broken into her apartment complex this morning and broke into her apartment stealing [REDACTED] and other items. When asked what other items she became irate and stated that we knew. She then returned to wanting to report that Det. Eracleo confessed to a murder last week of a fellow Officer. She asked us if an Officer died last week, when we confirmed that she again became irate demanding that Eracleo be charged with first degree murder. She further stated Det. Eracleo had previously raped and abused her. We asked when the last time she saw Eracleo was and she replied that she had only met with him once and it was in the same room we were in. She stated that she only communicates with him by phone or text. During this time, [REDACTED]

See Det. Mahoney's supplemental report.
[REDACTED]'s attached to this report.

Scott Howe #45
Sergeant
Acton Police Department

Signature - Reporting Officer

Signature - Reviewing Officer

Narrative by: Detective Douglas Mahoney Division: Acton Police Department

<u>Date & Time</u>	<u>Narrative Description</u>	<u>Entered by</u>	<u>Status</u>	<u>Reviewed by</u>	<u>Last Edit Date</u>
05/10/2021 09:31		Detective Douglas Mahoney	Closed	Sergeant Raymond Grey	05/10/2021

On May 10, 2021, I was working my regularly scheduled 7 AM to 3 PM detective shift. At approximately 7:25 AM, Sgt. Howe called me and asked me to meet him in the lobby of the PSF. He advised me that [REDACTED] (D.O.B. [REDACTED]) was in the lobby of the PSF and wanted to report a murder. It should be noted that [REDACTED] is known to this Department and that [REDACTED].

Once in the lobby of the PSF, [REDACTED] yelled at Sgt. Howe that he was not speaking to him unless the Chief was present. Sgt. Howe advised [REDACTED] that the Chief was not present to speak to her at the moment and that she could speak to us. [REDACTED] asked for both of our names which we supplied to her.

I immediately observed that [REDACTED] was extremely agitated and yelled that she would like to report a murder by "one of you guys". Sgt. Howe asked [REDACTED] to move into the Emergency Operations Center (EOC) to sit down and discuss what she wanted to report. As we were walking into the EOC [REDACTED] turned to me asking me if I was going to shoot her. I informed her that I was not going to shoot her.

Once in the EOC, [REDACTED] sat down and immediately started yelling at Sgt. Howe that Det. Eracleo was rotten and "threatened to put a bullet in my brain". [REDACTED] continued to yell at Sgt. Howe about Det. Eracleo wanting to kill her. It was extremely difficult to follow [REDACTED]'s train of thought as she was continually jumping from one thought to another [REDACTED]

[REDACTED] began by yelling that Det. Eracleo wanted to put a bullet in her brain and then accused Det. Eracleo of continuously breaking into her apartment [REDACTED]. She then asked Sgt. Howe if an Acton Police Officer died recently. When Sgt. Howe informed her that an officer did pass away recently, [REDACTED] accused Det. Eracleo of killing him as well as four people yesterday in Concord. She also told Sgt. Howe that Det. Eracleo was with a girl

Date & Time	Narrative Description	Entered by	Status	Reviewed by	Last Edit Date
05/10/2021 09:31		Detective Douglas Mahoney	Closed	Sergeant Raymond Grey	05/10/2021

recently and was going to kill her and pin the murder on [REDACTED]. [REDACTED] also stated that Det. Eracleo was at the [REDACTED] apartments this morning breaking into the building. As [REDACTED] continued to yell at Sgt. Howe, I wrote down the following trains of thought that she was speaking about:

- Det. Eracleo is picking the locks and breaking in at [REDACTED];
- Det. Eracleo is stealing [REDACTED];
- "He threatened to put a bullet in my brain";
- "He (Det. Eracleo) wants to marry me";
- "He wants to embezzle me and kill me";
- "He (Det. Eracleo) killed Officer LaRoche";
- "He (Det. Eracleo) is planning on going to Florida to hide out";
- "He (Det. Eracleo) wanted to kill the girl he was with and pin it on me";
- "He (Det. Eracleo) raped me";
- "He (Det. Eracleo) killed four people in Concord yesterday";
- "There are goons after me";
- "He (Det. Eracleo) says he is a girl";
- "He (Det. Eracleo) is a faggot. God doesn't like people to be gay";
- "He (Det. Eracleo) says he is in the mafia";
- "My father has been mentally raping me for years".

[REDACTED] informed Sgt. Howe that she [REDACTED] and did not know what to do. She informed Sgt. Howe that she is scared to go home because she believes that she will be killed. Sgt. Howe asked [REDACTED]. [REDACTED] informed Sgt. Howe that [REDACTED]. I asked [REDACTED]. She informed me [REDACTED]. She advised us that she already went to the Lowell Police Department this morning to report this, as well as going to McDonalds to tell employees there.

Sgt. Howe explained to [REDACTED] that a report would be done, and advised her that we would arrange for [REDACTED] to be [REDACTED]. Sgt. Howe called for Acton Fire to [REDACTED]. Sgt. Howe completed [REDACTED].

[REDACTED] was expressing that she would like Det. Eracleo charged with attempted murder and informed me that she wanted to know when to court date was so she could testify. [REDACTED]

Det. Douglas Mahoney #136
Acton Police Department



Signature - Reporting Officer

Signature - Reviewing Officer

Incident Notes:

Create User ID:

Date & Time

No Incident Notes Listed

Incident Dispatcher Remarks:

Create User ID: system

Date & Time

05/10/2021 08:35:15

WALKED IN REPORTING SHE HAS INFO ON A MURDER.

W/ PD ON BOARD. 0-5 MILES

Call Takers Remarks:

Create User ID:

Date & Time

No Caller Remarks Listed

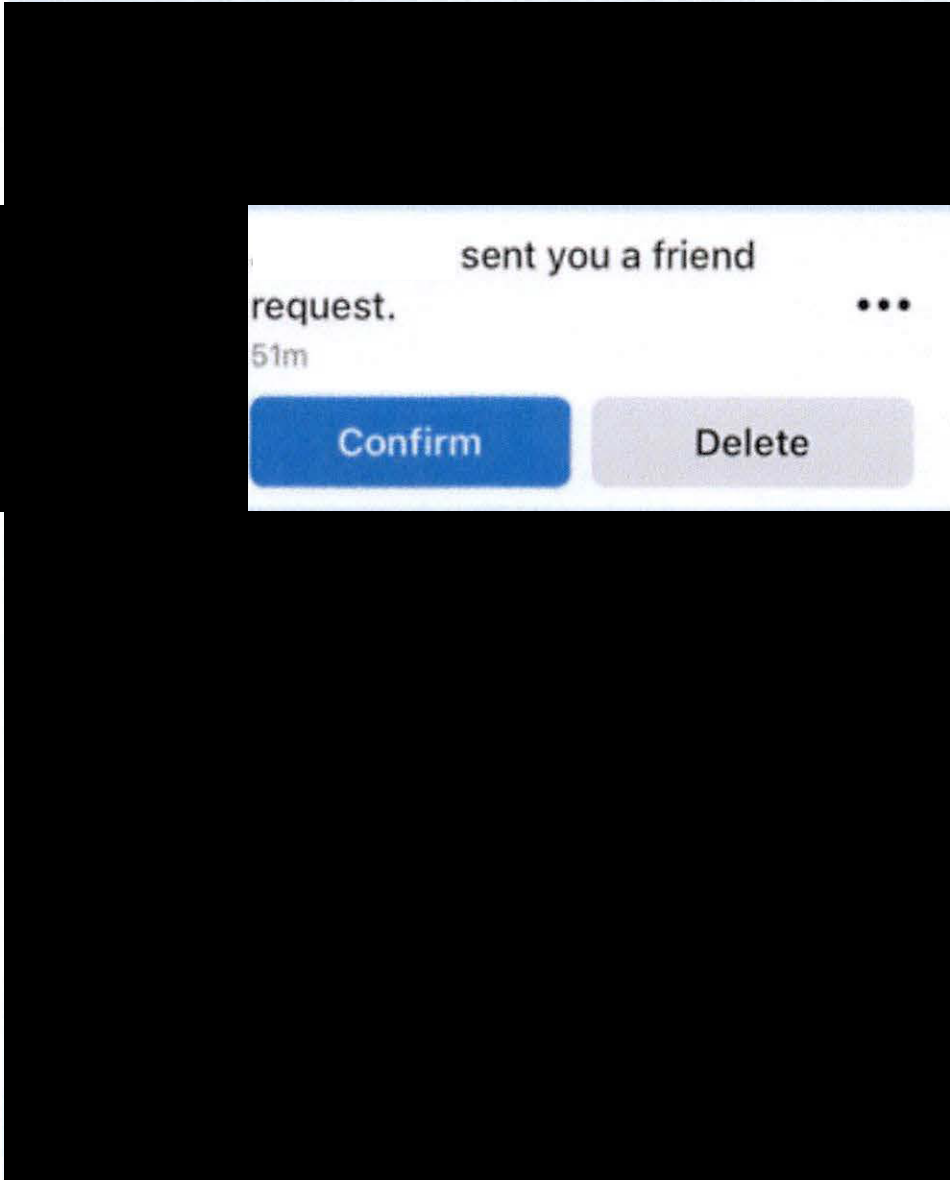
11:58

3/23/2022
Wednesday
8:33 PM



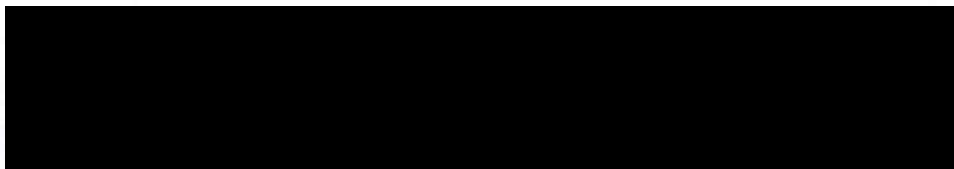
Edit

New



sent you a friend
request. ...
51m
[Confirm](#) [Delete](#)

People You May Know



From: Douglas Sturniolo <dsturniolo@acton-ma.gov>
Sent: Monday, May 9, 2022 12:54 PM
To: Regina Ryan
Subject: FW: No Contact
Attachments: 2022-1619 [REDACTED].pdf

From: Scott Krug <skrug@acton-ma.gov>
Sent: Wednesday, February 16, 2022 2:03 PM
To: Douglas Sturniolo <dsturniolo@acton-ma.gov>
Subject: FW: No Contact

From: Michael Eracleo
Sent: Wednesday, February 16, 2022 1:54 PM
To: Scott Krug <skrug@acton-ma.gov>
Subject: RE: No Contact

I have that thank you.

Detective Michael S. Eracleo

Family Services
Acton Police Department
(978) 929-7543



From: Scott Krug
Sent: Wednesday, February 16, 2022 1:53 PM
To: Michael Eracleo <meracleo@acton-ma.gov>
Subject: No Contact

Mike,

Due to this attached incident and recent attempt in speaking with you yesterday, you are not to have any contact with [REDACTED]. If she attempts to contact you or leaves you a voice message please inform me and forward any messages.

Thank you

Scott C. Krug
Detective Sergeant
Acton Police Department
(978) 929-7537



Acton Police Department

P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711



Incident Number: 2022000001619

File No: N/A

Dispatch Incident Number: 2022000001759

Print Date: January 28, 2022

Printed By: skrug

Incident Report

Incident Information										
Occurred On/From	Day of Week	Date	Time	Occurred To	Day of Week	Date	Time	Reported On	Date	Time
	Thurs	01/27/2022	11:00:00PM		Thurs	01/27/2022	11:00:00PM	→	1/27/2022	11:00:02PM
Reported As Suspicious Activity/Person P:001619			Incident Type - Primary Suspicious Activity/Person				Arresting Officer			
Incident Address [REDACTED] ACTON, MA 01720							Reporting Officer Kelly McCusker-Brown (202KB)			
Sector NOR		Stat. Area North Precinct Map E5		Sub Stat. Area		Census Tract		Landmark		
Business Name N/A			Incident Types - Other					Action Taken REPORT		

Associated Persons Summary						
Type	Name(Last, First, MI)	Date of Birth	Sex	Home Phone #	Cell Phone #	Work Phone #
Caller	[REDACTED]	[REDACTED]	F	[REDACTED]	[REDACTED]	N/A
Address: [REDACTED] B, ACTON, MA 01720						

Involved Officers			
Officer Title	Officer Name	Officer Type	Division
Sergeant	Keith E Campbell	Responding Officer	Acton Police Department
Patrol Officer	Ellis Corey	Responding Officer	Acton Police Department
N/A	Kelly McCusker-Brown	Reporting Officer	Acton Police Department
N/A	Kelly McCusker-Brown	Responding Officer	Acton Police Department

Acton Police Department

P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711



Incident Number: 2022000001619

File No: N/A

Dispatch Incident Number: 2022000001759

Print Date: January 28, 2022

Printed By: skrug

Incident ReportNarratives for Incident Number 2022000001619 ? YesOther Narratives not authorized for print? None

Narratives this user authorized to print:

Narrative by: Kelly McCusker-Brown (202KB) Division: Acton Police Department

<u>Date & Time</u>	<u>Narrative Description</u>	<u>Entered by</u>	<u>Status</u>	<u>Reviewed by</u>	<u>Last Edit Date</u>
01/27/2022 23:46		Kelly McCusker-Brown (202KB)	Closed	Sergeant Keith Campbell	01/28/2022

On January 27, 2022 at about 2300 hours, I, Officer McCusker-Brown and Officer Corey, were dispatched to

██████████ for a 911 call. Dispatch was reporting the female party may be intoxicated.

The female party, ██████████ had hung up on dispatch and was not answering the buzzer or the phone to let us gain entry. Once we were able to enter the building, myself, Officer Corey, and Sgt. Campbell spoke with ██████████ thru her door as she refused to open it. ██████████

██████████ was claiming that she does not want to speak with us and does not trust us. She was making confusing statements about someone trying to murder her and that she had texts on her phone but refused to show us. She said that Detective Mike Eracleo is trying to murder her and she does not want to speak with him. She also asked us about what size knife she can carry with her in her car.

We were able to ask ██████████ some questions thru the door and she refused going to the hospital, wanting to hurt others, and wanting to hurt herself. Since ██████████ refused any services from us all units cleared. Nothing further to report.

Respectfully submitted,

Officer Kelly McCusker-Brown

Acton PD

*Signature - Reporting Officer*_____
Signature - Reviewing Officer

Acton Police Department

**P. O. Box 2212
371 Main Street
Acton, MA 01720
978-929-7711**



Incident Number: 2022000001619

File No: N/A

Dispatch Incident Number: 2022000001759

Print Date: January 28, 2022

Printed By: skrug

Incident Report

Incident Dispatcher Remarks:

Create User ID: system

Date & Time

01/27/2022 23:22:25

Rp calling with several issues and complaints about different things. Caller maybe intoxicated [REDACTED].
C-3/C-10/C-8 responded. Rp does not want any assistance this eve. See report

From: Michael Eracleo
Sent: Wednesday, February 9, 2022 1:21 PM
To: [REDACTED] <[REDACTED]>
Subject: RE: Checking in

I haven't seen you in a while, you around this week to meet?

Detective Michael S. Eracleo

Family Services
Acton Police Department
(978) 929-7543



From: [REDACTED]
Sent: Monday, February 7, 2022 10:26 AM
To: Michael Eracleo <meracleo@acton-ma.gov>
Subject: Checking in

When you get a chance, could we either chat or could you send me any of the names that you have on my list for me to follow up with?

[REDACTED]
[REDACTED]

Acton Police Department
371 Main St.
Acton, MA. 01720
978-929-7711
Direct: [REDACTED]
Cell: [REDACTED]

RULES AND REGULATIONS

FOR THE

GOVERNMENT

OF THE

POLICE DEPARTMENT

OF THE

TOWN OF ACTON

AUTHORITY

Rules and Regulations for the government of the Police Department of the Town of Acton are adopted in pursuance of the authority contained in Section 97 of Chapter 41 of the General Laws of the Commonwealth of Massachusetts, as amended, accepted by the vote of the Annual Town Meeting.

The effective date of these Rules and Regulations shall be July 1, 1988 and shall remain in full force and effect until amended or rescinded. The Rules and Regulations promulgated August 2, 1977 are hereby rescinded.

Don P. Johnson
Town Manager

George W. Robinson
Chief of Police

Approved, Board of Selectmen:

William F. Weeks F. Dore' Hunter Donald R. Gilberti

Charles E. Kostro, Jr. Nancy E. Tavernier

Accepted, IBPO, Local 334 May 26, 1988: Bernard W. Harrison
President

Approved as to legal form and content: Acheson H. Callaghan, Jr
Town Counsel



LAW ENFORCEMENT CODE OF ETHICS

As a law enforcement officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence and disorder; and to respect the constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn or ridicule; develop self restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my Department. Whatever I see or hear of a confidential nature or what is confided in me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendship to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courageously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence, and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve those objectives and ideals, dedicating myself before God to my chosen profession - law enforcement.

OATH OF OFFICE

All persons selected for appointment as a police officer for the Town of Acton shall take and subscribe to the following oath of office prior to commencing their duties:

I, _____, do solemnly swear that I will uphold and defend the Constitution of the United States of America and the Constitution of the Commonwealth of Massachusetts and that I will oppose the overthrow of the Government of the United States of America or of the Commonwealth by force, violence or by any illegal or unconstitutional method.

I, _____, do solemnly swear that I will faithfully and impartially discharge and perform all of the duties incumbent on me as a Police Officer for the Town of Acton, Massachusetts, and I will obey and be bound by such rules and regulations as now are, or may be, from time to time, established for the government of the Department.

I, _____, hereby accept the position of Police Officer in the Town of Acton.



FOREWORD

The Acton Police Department is established to provide a high quality of law enforcement to the public. Each member of the Department is expected to be highly qualified, well motivated, and a professionally competent police officer. To describe the attributes and qualifications needed to successfully fulfill such a role in today's multifaceted and complex society, there exists an excess of terms which are applicable. There are, however, none which are not described with the words knowledge - courage - integrity. In these three words all of myriad and diverse requisites for the true professional are described. Thus, the police officers for the Town of Acton are expected to professionally exercise a high degree of discretion and good judgment in the resolution of problems and in the delivery of services to the community.

It is, therefore, of the utmost importance that all Department members have a keen perception of their role and purpose and a clear understanding of what is expected of them in the performance of their duties. Basic rules of conduct, a description of duties and responsibilities and fundamental procedural guidelines are a necessity to successfully achieve this objective. It is for this purpose that this manual of rules and regulations has been prepared and promulgated. It provides clearly defined, reasonable standards of acceptable behavior which must be endorsed by all Department members as a personal code of professional conduct.

Although these rules and regulations can provide appropriate guidelines for all Acton Police Officers to follow, in the final analysis it will be the personal efforts of each individual officer that will earn the confidence and respect of the general public that they serve. Police Officers who are knowledgeable, courageous and honest in the performance of their duties will reflect the highest possible level of credit upon themselves and upon the Department they represent.

George W. Robinson
Chief of Police



TOWN OF ACTON
POLICE DEPARTMENT

CHIEF OF POLICE

UNIFORMED PATROL
DIVISION

DAY SHIFT

SHIFT TEAM #1

SHIFT TEAM #2

SHIFT TEAM #3

TRAFFIC SECTION

TRAINING

DETECTIVE
DIVISION

CRIMINAL INVESTIGATION

YOUTH/JUVENILE SECTION

COURT PROSECUTOR

SPECIAL SERVICES
DIVISION

ADMINISTRATION

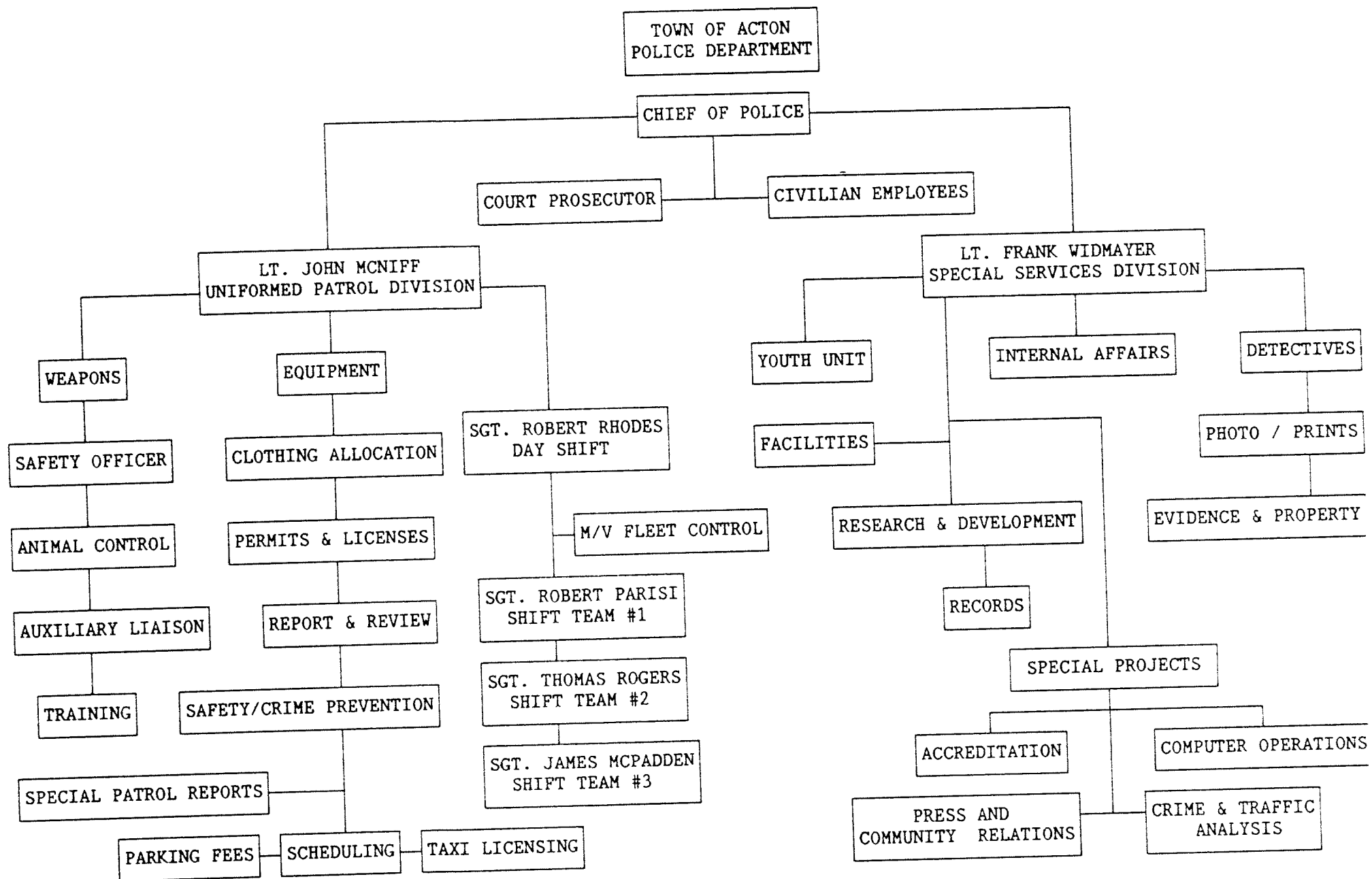
INTERNAL AFFAIRS

CIVILIAN EMPLOYEES

DISPATCH OPERATIONS

RECORDS







ORGANIZATION OF MANUAL

The Department Manual is divided into an introduction and four sections, as follows:

Section I	Rules and Regulations
Section II	Duties by Rank
Section III	General Orders
Section IV	Selected Statutes

The terms "Department Manual" and "Manual of Rules and Regulations" are used alternately throughout the text.



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SECTION I. RULES AND REGULATIONS

A. INTRODUCTION

The following Rules and Regulations are adopted for the government of the Town of Acton for the Police Department and for the direction and guidance of its officers. Personnel guidelines are a necessity in any organization if it is to effectively achieve the purposes for which it is established. This is particularly true in a police agency where the reputation of the organization is fundamentally dependent upon the personal conduct and professional competence of its individual officers. Although this Manual is especially directed to the officers of the Department, it is expected that all civilian employees will adhere to, and be guided by, all rules, regulations and procedures consistent with the positions they hold and with their duties and functions in the Department.

The delivery of police service to the community is a unique and complex undertaking. It requires police officers who possess a high degree of stability, sound judgment, physical and moral courage, fidelity and personal integrity. It requires that police officers conduct themselves at all times within the limitation of their police authority. They cannot act outside of, above or beyond their lawful authority, and any abuse of their police powers violates the authority entrusted to them.

It cannot be expected that the contents of this Manual of Rules and Regulations will cover all situations or emergencies that may arise. By the very nature of police work, police officers in the field must perform their duties independently and with a minimum of direct supervision. Their own intelligence, practical experience, prudent discretion and common sense will often be their only available guidelines in carrying out their responsibilities.

All officers are expected to be thoroughly familiar with the contents of this Manual and all revisions and amendments thereto. To serve its intended purpose, this Manual will be periodically reviewed and updated to meet current needs and requirements. All officers are invited and encouraged to forward suggestions for the improvement of Department operations, practices and procedures, in writing, through Department channels, to the attention of the Chief of Police.

These Rules and Regulations shall become effective on date of issuance and shall remain in full force and effect until amended or rescinded.

All previous rules, regulations, orders, directives, policies or procedures, inconsistent herewith, are hereby revoked. If any part of these Rules and Regulations are rendered inoperable or declared illegal, by any court or governmental agency of competent jurisdiction, the balance of the Manual will remain in full force and effect.

B. DEFINITIONS

<u>Assignment</u>	A specifically established or prescribed police duty, requiring the person directed to perform a certain police task.
<u>Chain of Command</u>	The unbroken line of authority extending from the Chief of Police through the officer in command at each level of Department operations.
<u>Chief</u>	The Chief of Police for the Acton Police Department.
<u>Commanding Officer</u>	An officer assigned to command and direct any functional unit or subdivision of the Department and responsible for its efficient operation.

<u>Department</u>	The Police Department as organized and staffed to achieve its purposes and objectives.
<u>Detail</u>	A police assignment, composed of one or more officers, for a specific purpose.
<u>Duty</u>	The obligation to perform police action or service.
<u>Employee</u>	A civilian employee of the Department who is not sworn to perform the duties of a police officer.
<u>Grammatical Construction</u>	Whenever the context of this Manual requires, the use of the masculine gender will include the feminine, and when applicable, the use of the singular will include the plural.
<u>Incompetence</u>	Being incapable of the satisfactory performance of police duties, which may include a lack of initiative, diligence, sound judgment, ability to take decisive action or any other trait which demonstrates incapacity or ineptness in the performance of assigned tasks.
<u>Manual</u>	The Department Manual of Rules and Regulations, including any amendments and additions thereto, as promulgated by the Chief of Police.
<u>Officer</u>	A sworn member of the Police Department having the power and authority of a police officer.
<u>Official Channels</u>	The Department chain of command.
<u>Patrol Officer</u>	A duly appointed and sworn police officer, who serves at the first or entrance level of the Department structure.
<u>Station</u>	The police facilities from which the Chief of Police administers and directs the Department and its personnel.
<u>Post</u>	A fixed point or location to which an officer is assigned to duty.
<u>Precinct or Beat</u>	A particular area designated for police patrol purposes, with uniformed officers assigned either on foot or by motor vehicle.
<u>Rank</u>	The relative position of each officer of the Department, classified by grade and title.
<u>Ranking Officer</u>	The officer having the highest rank or grade on duty at a particular time and place.
<u>Shift</u>	A regularly established work period to which individual officers are assigned.
<u>Superior Officer</u>	An officer of the Department who has been promoted to administrative or supervisory responsibilities.
<u>Uniform of the Day</u>	The police uniform specifically designated by the Chief of Police to be worn by all uniformed officers at particular times and occasions.

Unit

A number of police officers and/or civilian employees regularly or temporarily assigned together to perform a specific police purpose.

C. PROFESSIONAL RESPONSIBILITIES

The primary objective of the Police Department for the Town of Acton is to provide the highest possible level of safety, security and service for the community.

To accomplish these purposes, the professional responsibilities of the Police Department, within their area of jurisdiction, include the following functions:

1. The protection of life and the safeguarding of property;
2. The prevention and control of crime;
3. The investigation of crime, the apprehension of criminal offenders and the recovery of stolen property;
4. The preservation of the peace and the maintenance of good order;
5. The enforcement of all laws, both State and local;
6. The immediate response to all emergencies and to all persons therein who are in need of aid or assistance;
7. The performance of such other services required by the Department as determined by the Chief of Police;
8. The advancement of a cooperative relationship within the community;
9. The creation of a sense of safety and security for the entire community through vigilant preventative patrol; and
10. The accomplishment of all police objectives within the law and the constitutional guarantees of all citizens.

D. CONFLICT OF INTEREST

Since the position of a police officer is a public trust, it is imperative to avoid any situation involving a conflict of interest whether in fact or in appearance.

1. Gifts and Gratuities - Officers shall not under any circumstances seek, solicit or accept any gift, gratuity, loan, reward or fee where there is any direct or indirect connection between the solicitation or acceptance and their Departmental membership or employment, except as may be specifically authorized by the Chief of Police.

Any unauthorized gift, gratuity, fee or reward coming into the possession of any officer shall be forwarded to the Chief of Police, together with a written report of the circumstances connected therewith.

2. Membership in Organizations - Officers of this Department shall not affiliate with or become a member of any organization if such affiliation or membership would in any way impede or prevent their effective duty performance.
3. Outside Employment - Prior to accepting any outside employment, officers shall obtain permission from the Chief of Police. Engaging in outside employment is subject to the following conditions:
 - a. such employment shall not impair the efficiency of the officer or the operation of the Department;

- b. such employment shall not affect the officer's independence of judgment or action in the performance of police duties;
 - c. such employment shall not bring the officer, the Department or Town into discredit. All officers engaging in outside employment should clearly understand that their primary obligation is to the Department and the community they serve.
4. Political Activities - Participation in political activities while in uniform or on duty is prohibited. All actions which could even give the impression that officers are using their official position to influence the electoral process are to be avoided. An officer shall not be required to solicit or be obliged to make contributions in money, services, or otherwise, for any political purpose.

Officers who become candidates for salaried elective office shall take a leave of absence without pay. Such leave shall encompass both the campaign and the tenure of office, if elected. Nothing in this rule shall be construed to mean that Department personnel are restricted in any way from exercising their constitutional rights as citizens in the political or electoral process.

The above paragraph does not include part-time elective positions.

5. Testimonials and Presents - No officer of the Department shall collect or receive any money or other thing of value from any source for the purpose of making a present to any active officer of the Department unless specific permission is granted by the Chief of Police. No officer of the Department shall seek or accept such present without the permission of the Chief of Police.

It will be noted that under the provisions of MGL C268 S9A, no person shall sell tickets or solicit contributions for a testimonial dinner or similar function for any person in active employment in any law enforcement agency or regulatory body of the state or any city or town.

6. Unauthorized Transactions - Officers are prohibited from entering into any transactions of material value at substantially lower than fair market value, or the value at which such goods or services are being offered to the general public, when such transaction takes place between themselves and any person involved in any matter or case which arose out of their employment with the Department, except as may be specifically authorized by the Chief of Police. This rule shall not preclude officers from taking advantage of standard police discounts available, without obligation, to all Department members.
7. Use of Official Position - Officers shall not use their official position, Department identification cards or badges for:
- a. personal or financial gain;
 - b. obtaining privileges not otherwise available to them except in the performance of duty, or
 - c. avoiding consequences of illegal acts.

Officers shall not lend to another person their identification cards or badges or permit them to be photographed or reproduced without the approval from the Chief of Police. Officers shall not authorize the use of their names, photographs, or official titles which identify them as police officers, in connection with testimonials or advertisements for any person, commodity or commercial enterprise, without the approval from the Chief of Police.

E. ORDERS

An order is a command or instruction, written or oral, given or issued by a superior officer or by the Shift Commander. All lawful orders, written or oral, shall be carried out fully and in the manner prescribed.

1. Complying with Instructions from Desk Officer - All messages transmitted over the police radio system by any officer or employee shall be direct and concise and shall conform with all Departmental radio procedures and the Rules and Regulations of the Federal Communications Commission. No officer shall fail to obey, or refuse to take cognizance of, any communication transmitted by the Desk Officer, unless directed to do so by a superior officer.
2. Conflicting Order - Should any order given by a superior officer conflict with any previous Departmental order, the officer to whom such order is given will call attention to the conflict. If the superior officer does not change his order to avoid such conflict his order will be obeyed, but the officer obeying such order will not be held responsible for disobedience of the previous order. It should later be reported to the Chief of Police through the chain of command.
3. Effectiveness of Policies and Procedures - All of the policies, procedures and Orders included in the Manual have been formulated to guide an officer's actions in certain situations which may arise during a tour of duty. All such policies and procedures shall have the same force and effect as a written order, to the extent practicable, to most properly accomplish a police mission. Should an officer's best judgment require that the policies and procedures be deviated from to most properly accomplish a police mission, then a written explanation of same must be submitted with a standard incident report.
4. Effectiveness of Orders - All general orders, special orders, personnel orders, directives, memoranda or other orders in writing that have been approved or authorized by the Chief of Police, shall have the force and effect of a Departmental Regulation and shall be obeyed as such.
5. General Orders - General Orders (Orders) are permanent written orders issued by the Chief of Police outlining policy matters which affect the entire Department. A General Order is the most authoritative written order the Chief of Police issues, and may be used to amend, supersede or cancel any previous order. General Orders remain in full effect until amended, superseded or cancelled by the Chief of Police. Arrangements will be made to include General Orders in the Police Manual.
6. Memoranda - Written communications issued by the Chief of Police or other authorized command officers for the following purposes: (a) to issue information or instructions which do not warrant a formal order; (b) to direct the actions of subordinates in specific situations; (c) to explain or emphasize portions of previously issued orders; or (d) to inform officers of actions or policies of other agencies.
7. Personnel Orders - Orders pertaining to assignments, change of duty assignments, administrative matters related to conditions of employment, and employee rights and benefits.
8. Special Orders - Special Orders are temporary written orders issued by the Chief of Police outlining instructions covering particular situations. Special Orders are automatically cancelled when their objective is achieved.
9. Unjust or Improper Orders - When lawful orders which appear to be unjust or improper are given, the officer to whom the order is given shall respectfully notify the superior officer issuing such order of its impropriety. If the order is not corrected, the order is to be carried out. After carrying out the order, the officer to whom the order was given may file a written report to the Chief of Police via the chain of command indicating the circumstances and the reasons for questioning the order, along with a request for clarification of Departmental policy. An officer who

performs an order found to be unjust or improper by the Chief of Police, will not be held responsible for carrying out such order.

10. Unlawful Orders - No superior officer shall knowingly issue any order which is a violation of any law or Department rule. Obedience to an unlawful order is never a defense for an unlawful action; therefore no officer is required to obey any order which is contrary to Federal or State law. Responsibility for refusal to obey an unlawful order rests with the officer to whom such order was given. He or she shall be strictly required to justify such action.

F. REQUIRED CONDUCT

In addition to the specific duties of each individual rank and assignment, the following provisions are applicable to all officers of the Department insofar as they pertain to their particular functions and responsibilities.

1. Arrest - Whenever possible, arrest shall be made under the authority of a valid warrant. When necessary, arrests without warrant shall be made in accordance with law and prescribed Departmental procedures. All constitutional and statutory rights shall be provided to all arrested persons at time of arrest and immediately thereafter.
2. Assistance, Furnishing - Officers shall furnish police assistance in the most expeditious manner possible to all persons making such request, consistent with their police duties and assignments. They shall assist and cooperate with all other law enforcement agencies, provide them with any authorized information they are entitled to receive, and submit a report on all such action taken.
3. Awareness of Activities - Upon returning to duty from any period of absence, all officers shall inform themselves about all new orders, regulations, memoranda and all other important matters governing their assignments. Every officer shall familiarize himself with all the laws, statutes, and regulations necessary for the proficient execution of his duty as a police officer.
4. Care and Security of Firearms - All officers shall maintain their service firearms in good working order at all times and report any damage, loss or unserviceable condition immediately to their Commanding Officer. All officers shall be personally responsible for the security and safekeeping of their service firearms at all times and shall not alter or repair any part of their service firearms without the approval from the Chief of Police or their Commanding Officer.
5. Civil Disputes - All officers shall take a neutral position in any dispute of a civil nature, acting only to prevent or control any breach of the peace that may arise.
6. Civil Suits for Personal Injuries - Any claims for damage to clothing or other personal property belonging to an officer caused by the performance of duty shall be made in accordance with current Department directives. Officers shall not seek in any way, nor accept from any persons, money or compensation for damages sustained or expenses incurred by them in the line of duty without first notifying the Chief of Police in writing. Officers who have received salaries for illness or for personal injuries sustained off duty, shall notify the Chief of Police in writing, of any intent to seek, sue, solicit, or accept compensation as damages for such illness or injury.

Notice shall be filed before the action is taken which shall include the facts of the claim and the name of the defendant. The Chief of Police shall be kept informed of the status of the case and the final court determination.

This provision shall not apply to private insurance policies held by officers for which premiums are not paid in part or whole by the town.

7. Confidential Investigations - Any necessary confidential investigations shall be conducted only with the specific authorization of the Chief of Police and under his direction, guidance and control.
8. Communications, Departmental - All officers shall transmit all official communications promptly, accurately and completely to other officers of the Department, as required, and shall immediately inform their Commanding Officer of any matter of police importance coming to their attention during their work shift, or otherwise. They shall call to the attention of their relieving officers any information regarding unresolved problems or problems that may arise during the next shift.
9. Courtesy - All officers shall be courteous and considerate to the public, to their superior officers and to their fellow officers of the Department. They shall be tactful in the performance of their duties and are expected to exercise the utmost patience and discretion even under the most trying circumstances.
10. Defects in Roadways, Buildings, etc. - Every officer shall observe and forthwith report to the Desk Officer any defects, obstruction or nuisance in a roadway or other town area which may cause a hazardous condition or create a civil liability upon the town. Appropriate notification shall be made by the Desk Officer for more immediate remedial action where necessary and a log item made.
11. Duty, Attention to - All officers shall at all times be alert and vigilant in the performance of their duties and respond prudently but decisively when police action is required. Recreational reading will not be permitted while on duty, except at meal.
12. Duty, Devotion to - All officers, while on duty, shall devote their full time and attention to the service of the Department and the Town. They shall remain awake and alert at all times while on duty.
13. Duty, Reporting for - All officers shall report for duty promptly at the time and place required by their assignment or as otherwise directed by the Chief of Police or their Commanding Officer. They shall be properly uniformed and suitably equipped, ready to assume their duties immediately. While on duty they shall not absent themselves from duty without leave. Officers unable to report for duty because of sickness or injury shall notify, or cause to be notified, their Commanding Officer as early as possible on the first day of absence. At the conclusion of their tour of duty, officers shall report off duty at the time and place required by their assignment or as otherwise directed by the Chief of Police or their Commanding Officer.
14. Duty Status - Although officers of the force are assigned specific hours of regular duty, they shall be considered "on-duty" at all times for the preservation of the public peace and protection of life and property, and shall be prepared to take all reasonable police action to accomplish this purpose. All serious matters of public concern shall receive appropriate attention even though an officer is not on duty at the time.
15. Fingerprinting and Photography - At the time of his appointment, an officer must be fingerprinted and photographed for the records of the Department and be photographed every three years thereafter or at any other time it is deemed necessary by the Chief of Police.
16. Firearms, Use of - Officers are authorized to use firearms only in life threatening situations when there is no other reasonable alternative available; but in such use of firearms, they shall adhere and comply strictly with the current Firearms Policy prescribed by the Chief of Police for the use of such force. The use of firearms is the highest degree of force that an officer may apply and is the most crucial official decision he will ever make. An officer shall carry, while on duty, only the firearms and ammunition issued and/or authorized by the Department. An officer shall never

brandish a firearm, or display it carelessly or unnecessarily, at any time. All incidents in which an officer is required to draw or discharge a firearm (excluding authorized training) shall be reported, in writing, as soon as possible thereafter. All such incidents shall be investigated by the involved officer's Division Commander with his report being forwarded to the Chief of Police. Pending disposition of such investigation, the officer may be reassigned.

17. Home Address and Telephone - All officers shall have a telephone in their place of residence, or where they can be reached, and shall report any change of telephone number or home address to their Commanding Officer within 24 hours of such change. The home telephone numbers or home addresses of officers shall not be given out to anyone outside the Department without authorization. In the event of an emergency request, the telephone number will be called with a notification to call the person making the emergency request.
18. Identification, Personal - All officers shall properly identify themselves to any person requesting this service while they are on duty, except when the withholding of the information is necessary for the performance of police duty, when it might jeopardize the physical safety of a Department member, or when authorized not to do so by proper authority.
19. Knowledge of the Community - Every officer shall be thoroughly familiar with the town including its roadways, buildings, offices, etc., in order to be able to provide accurate information to the public on request and to be prepared to respond swiftly and effectively to any part of the Town in an emergency.
20. Leaving the Town - Whenever it is necessary, in the performance of duty, for an officer to leave the Town limits, he shall inform his Commanding Officer or the Desk Officer prior to leaving and again upon return. If an emergency prevents following this procedure, he must contact his Commanding Officer as soon as possible.
21. Line-of-duty Disability - Any injury, illness or disability incurred in the line of duty, shall be reported in writing, as soon as possible by the officer concerned to his Commanding Officer for the attention of the Chief of Police.
22. Money Escorts - All money escorts shall be performed safely and securely, as required, in accordance with current Department policy.
23. Mutual Protection - All officers shall come to the immediate aid, assistance or protection of fellow officers who, in the performance of their duties, require such aid and assistance.
24. Paid Details - MGL C44 S53C, requires that all payments for paid details must be channeled through the Treasurer's Office. No officer shall accept compensation directly from such private employers for paid details. Officers assigned to paid details are also bound by the provisions of this Manual.
25. Parking Enforcement - Parking of vehicles within the Town shall be enforced efficiently and effectively in conformity with Departmental regulations and Department practices and procedures.
26. Personal Appearance - All officers shall be neat and clean in appearance while on duty, whether in or out of uniform, and they shall maintain police quarters, lockers, desks and vehicles used by them in a neat, clean, orderly condition.
27. Personal Relationship - All officers shall be considerate and polite at all times to all Department personnel and maintain good relations with their superiors and their fellow officers in a spirit of mutual concern for their common objectives.

28. Physical or Psychological Examination - An officer shall submit to a physical health, physical fitness, medical or psychological examination, at the expense of the Department, when so ordered by the Chief of Police. In the event it becomes necessary for an officer to submit to a psychological or psychiatric evaluation, the Chief of Police, the Union President, and the officer's personal physician shall be in agreement as to who will conduct the examination. In the event the officer elects for a second opinion, this will be done at his own expense.
29. Physical Fitness - All officers shall maintain good physical condition and mental alertness in accordance with standards determined by the Chief of Police. All officers are expected to keep themselves as physically fit as their age permits and the nature of their duties require. This does not mean the "Military standard" of physical fitness.
30. Prisoner, Care and Transportation of - All arrested persons shall be transported safely and directly to the appropriate place of custody in accordance with Departmental practices and procedures. Officers shall ensure that prisoners do not injure themselves or others and that they do not attempt to escape or dispose of evidence.
31. Property, Care and Custody of - All personal property, including money, which comes into an officer's custody while on duty, whether lost, stolen, confiscated, abandoned, turned in to the Department or taken from a prisoner, shall be suitably recorded and safely secured in accordance with current Departmental procedures.
32. Public Appearance - All requests for public appearance or speaking engagements of an officer on the subject of Department operations or policies shall be submitted to their Division Commander for approval. Officers who are approached directly for this purpose shall suggest that such requests be forwarded to the Chief of Police.
33. Reports, Submitting - All officers shall promptly and accurately complete and submit all reports and forms as required by Departmental procedures.
34. Report Use of Weapons - An officer who finds it necessary to use his baton, or his firearm in the performance of duty shall immediately notify his Commanding Officer and said Commanding Officer shall conduct an immediate investigation as to the possibility of injury to any person or property and the propriety of the member's use of his weapon. Officers shall make a written report of any deliberate or accidental discharge of firearms (excluding authorized target practice). The involved officer's report shall be completed prior to the end of his duty tour. The Commanding Officer's report shall be forwarded to the Chief of Police within twenty-four (24) hours.
35. Searches and Seizures - Any necessary and required searches and seizures shall be conducted in accordance with law and all prescribed Departmental procedures under the specific direction and guidance of the Chief of Police.
36. Sick or Injured Officers Remaining At Their Residence - The Chief of Police may not allow pay from sick credit or for injury in the line of duty status if the officer fails to remain at his residence, during his regular scheduled tour of duty, eight (8) hours, unless permitted by the Chief of Police or the on-duty Commanding Officer. If the Chief of Police has reason to believe an officer has not conformed to the foregoing, subsections a-f may be implemented.
- a. All officers disabled from work for sickness or injury, carried on the books of the Department, shall remain at the residence officially listed in the Department's personnel records unless they receive permission from the Chief of Police or the on-duty Commanding Officer.
- b. Officers shall contact the on-duty Commanding Officer to request permission to leave the residence for the following purposes. In each instance, the on-duty

Commanding Officer will grant permission to be absent from the residence for reasonable times for these specific purposes:

1. to keep scheduled appointments with physicians, dentists, physical therapists, and/or hospitals, or clinics, whether or not related to the officer's present sickness or injury;
 2. to purchase food, household necessities and medication for the officer's present injury or illness or for the health care of minor children (limited to one four-hour period per week except for emergency purposes);
 3. to attend church services;
 4. Register to vote or to vote in election for municipal, county, state or federal offices or regularly scheduled union elections;
 5. to engage in physical exercise such as walking or swimming, recommended in writing by an attending physician;
 6. to answer court subpoenas in cases arising out of the officer's employment; or
 7. to report to headquarters or other police facilities when ordered to do so by a superior or Commanding Officer.
- c. The officer should make such request by contacting the Department at 263-2911. In making the request, the officer will state his purpose or purposes in leaving his residence, his destination or destinations, his planned time of departure, his method of transportation, if any, and his estimated time of return to the residence. Upon returning to his residence, the officer will contact the Department at the above-listed number to notify the on-duty Commanding Officer that he has returned.
- d. Permission to leave the residence for any purpose other than the seven purposes listed under paragraph b of rule 36, Required Conduct, will not be granted unless approved by the Chief of Police. Sick and injured personnel should contact the Department during the hours of 8:00 a.m. to 4:00 p.m. in order to obtain a determination prior to finalization of their plans to leave the residence.
- e. Sick or injured officers must obtain permission for every absence from their residence during their regularly scheduled tour of duty, eight (8) hours, until they return to work.
- f. Officers not in compliance with this order or away from their residence without permission, will receive no pay for the day of their absence. In addition, they may be subject to discipline for violation of Department Rules and Regulations.
37. Trials and Hearings - All officers concerned with cases before the courts shall be punctual in attendance and neat in appearance. All officers shall have the case in which they are concerned properly prepared, their witnesses present, and their evidence suitably arranged for presentation to the court.
38. Truthfulness - An officer shall truthfully state the facts in all reports as well as when he appears before any judicial, Departmental or other official investigation, hearing, trial, or proceeding. He shall cooperate fully in all phases of such investigations, hearings, trials and proceedings.

G. PROHIBITED CONDUCT

The following acts, actions or activities by Department officers are prohibited or restricted.

1. Conduct Unbecoming an Officer - The omission of any required act, or the commission of any specific act or acts of immoral, improper, disorderly or intemperate personal conduct, which reflects discredit upon the officer himself, upon his fellow officers, upon the Department or upon the Town.
2. Criminal Conduct - The commission of any felony or misdemeanor, or the violation of the criminal laws or statutes of the United States or of any local jurisdiction.
3. Defendants/Suspects, Communication with - An officer shall not recommend any course of legal action or hypothesize on the possible outcome of any judicial or administrative proceedings with a criminal defendant or suspect, or otherwise assist or feign assisting a defendant or suspect in any manner.
4. Department Property, Abuse of - Intentionally or negligently abusing, misusing, damaging or losing Department property or equipment.
5. Department Telephones, Use of - Department telephones are not to be used for the transmission of personal messages, without the permission of the Shift Commander.
6. Department Vehicles, Use of - Officers shall not use any Department vehicle without permission of the Shift Commander, or drive any Department vehicle to which they have not been assigned, except in an emergency. Department vehicles shall not be used for personal business or pleasure.
7. Discourtesy - Being rude, impolite, contemptuous or insolent to a superior officer, to a fellow officer or to a member of the public.
8. False Information on Records - An officer shall not make or submit any false or inaccurate reports or knowingly enter or cause to be entered into any Departmental books, records or reports, any inaccurate, false or improper information.
9. Feigning Illness or Injury - An officer shall not feign illness or injury, falsely report himself ill or injured, or otherwise deceive, or attempt to deceive, any superior officer as to the condition of his health.
10. Improper Association - Officers shall avoid regular or continuous associations or dealings with persons whom they know, or should know, are persons under criminal investigation or indictment, or who have a reputation in the community or the Department for present involvement in felonious or criminal behavior, except as necessary to the performance of official duties, with the knowledge and approval of the Chief of Police, or where unavoidable because of family relationships of the officers.
11. Incompetence - An officer shall maintain sufficient competency to perform his duty and to assume the responsibilities of his position. Incompetency may be demonstrated by, but is not limited to, the following:
 - a. A lack of knowledge of the application of laws or regulations required to be enforced;
 - b. An unwillingness or inability to perform assigned tasks;
 - c. The failure to conform to work standards established for the officer's rank, grade, or position; and
 - d. Repeated poor evaluations or repeated infractions of the Rules and Regulations.

12. Incurring Department Liability - An officer shall not incur a liability chargeable to the Department without the prior knowledge and consent from the Chief of Police. This means nothing will be charged to the Department without the Chief's permission.
13. Insubordination - Failure or deliberate refusal to obey a lawful order given or issued by a superior officer or the Shift Commander.
14. Intoxicating Beverages or Drugs, Use of - An officer:
 - a. Shall not, while on duty, consume any intoxicating beverage, except for proper police purpose with the specific approval from the Chief of Police or a superior officer;
 - b. Shall not, while on duty, use any narcotic, controlled substance or other toxic drug except at the direction of a physician for a specific health purpose (in any case where it is necessary to take any such drug on the advice of a physician, such officer shall notify his Commanding Officer upon reporting for duty and be guided by his decision as to fitness for duty);
 - c. Shall not report for duty while under the influence of intoxicating liquor or under the influence of any narcotic drug or controlled substance unlawfully administered;
 - d. Shall not report for duty with the odor of intoxicants on his breath;
 - e. Shall not while off duty, render himself unfit for duty through the use of intoxicating beverages or through the use of any narcotic drug or controlled substance unlawfully administered;
 - f. Shall not, while off duty and while wearing any identifiable part of his uniform, drink any intoxicating beverage in public view or in any place accessible to the public;
 - g. Shall not bring, place or keep, or permit to be brought, placed or kept, in any Town building or vehicle, any intoxicating beverages or any narcotic drug or controlled substance, except in the proper performance of police duty as required by Departmental practices and procedures. The duty hours of an officer shall not be construed as an officer being on duty 24 hours a day.
15. Letterhead, Department - Officers shall not use the Departmental letterhead for private correspondence or for sending official correspondence out of the Department without permission from the Chief of Police.
16. Mailing Address - Officers shall not use the Department as a mailing address for private purposes, without permission from the Chief of Police. At no time will the Department be used as a mailing address for the purpose of a motor vehicle license or registration.
17. Neglect of Duty - Being absent from assigned duty without leave; leaving post or assignments without being properly relieved; or failing to take suitable and appropriate police action when any incident requires police attention or service.
18. Notices, Department - Altering, defacing, or removing without permission, any posted notice on the Department bulletin boards. No notice shall be posted on the Department bulletin board or other Department property without permission from the Chief of Police, except in accordance with current collective bargaining agreement.
19. Official Information, Dissemination of - Department members shall treat the official business of the Department as confidential and shall conform to the following guidelines:

- a. Information regarding official business shall be disseminated only to those for whom it is intended, in accordance with established Departmental procedures;
- b. Access to Departmental files, records and reports shall be limited to those Department members authorized by the Chief of Police;
- c. Official records or reports shall not be copied, or removed from Departmental files, except in accordance with established Departmental procedures;
- d. The identity of any person giving confidential information to the Department or to any officer thereof in the performance of his duties, shall not be divulged except with the prior approval from the Chief of Police;
- e. No information shall be released, given or issued to the news media or to any member of the press concerning Department operations or the evidential aspect of any criminal investigation, without the prior approval from the Chief of Police or a superior officer authorized by the Chief of Police.

This section is in regards to the RAPE LAW. It in no way affects our accessibility to our own personal file.

- 20. Personal Business - Officers while on duty or while in uniform, shall not conduct any personal business, purchase any alcoholic beverages or purchase and carry any conspicuous amounts of merchandise, unless required in the performance of duty.
- 21. Private Services, Recommending - An officer shall not officially or unofficially recommend or suggest to the public, the employment or purchase of any particular professional or commercial service or product.
- 22. Private Vehicles, Use of - While an officer is on regular Department duty, he shall not drive a private vehicle or cover his duty assignment in or with a private vehicle unless authorized to do so by the Chief of Police or his Commanding Officer.
- 23. Public Statements - No officer shall make, publish or issue any derogatory, discreditable or disparaging public statements concerning the Department or its officers, which might tend to undermine the efficiency of Department operations and/or the morale of its membership.
- 24. Recommendation for Disposition of Cases - An officer of the Department shall not make recommendation for the disposition of any case pending in the courts without the knowledge and consent from the Chief of Police.
- 25. Smoking While on Duty - Conspicuous smoking in public view while on duty, in uniform, is prohibited.
- 26. Testimony for Defendant in Criminal Cases - An officer shall not testify for the defendant in a criminal case in any court unless legally summoned to do so and in such cases he shall, before testifying, inform the Chief of Police of the nature of the testimony he intends to give.
- 27. Testimony in Civil Cases - An officer shall not testify in any civil case in any court unless legally summoned to do so or unless he shall have received permission or orders from the Chief of Police. When summoned to testify, he shall notify the Chief of Police in advance.
- 28. Undue Influence - An officer shall not seek or obtain the influence or intervention of any person outside the Department for purposes of personal preference, advantage, transfer or advancement.
- 29. Unnecessary Force - The use of more physical force than that which is necessary to accomplish a proper police purpose is strictly forbidden. Officers shall use force only when required in accordance with law and Departmental procedures.

30. Warrants or Complaint for Assault Upon a Police Officer - An officer shall not make application for a warrant or complaint charging that he was assaulted while in the performance of police duty without first reporting the facts to the Chief of Police and/or Department Court Prosecutor.
31. Wearing the Uniform - An officer shall not wear any identifiable part of his uniform outside of the Town except while in the performance of official duty or with the permission from the Chief of Police.
32. Withholding Evidence - An officer shall not fabricate, withhold or destroy any evidence of any kind.

H. UNIFORMS AND APPEARANCE

Officers shall wear such uniforms and insignia of rank as the Chief of Police may, from time to time, prescribe. They should present a good personal appearance at all times and reflect a positive image as police officers and as representatives of the Town. The police uniform identifies the officer and makes him readily accessible to the public. It is important, therefore, that the officers of the Department maintain a neat and clean appearance, and that the uniform serve as an appropriate introduction to the members of the community. A name tag shall be worn.

1. Civilian Clothing - Male officers permitted to wear civilian clothing during a tour of duty, shall wear either a business suit or sport coat and slacks. A dress-style shirt with tie shall be worn. The Chief of Police may prescribe other types of clothing when necessary to meet particular police objectives. Unless otherwise directed, female officers and employees permitted to wear civilian clothing shall conform to standards normally required of office personnel in private business firms. Civilian clothing will not be worn with any distinguishing part of the uniform.
2. Long-Sleeved Shirts and Neckties - Shall ordinarily be worn from October 1st until May 15th. Neckties will be worn with the dress uniform. The summer uniform shall consist of short-sleeved shirt and open collar, unless weather conditions require a long-sleeved shirt and tie.
3. Black Shoes or Boots - As approved by the Chief are considered to be part of the uniform. Shoes or boots shall be shined. Black socks shall be worn.
4. Uniforms for Partners - If two officers are working together as cruiser partners, they shall wear similar uniforms whenever possible.
5. Court Appearance - Officers will appear in court dressed in either a complete police uniform, or they will wear civilian clothing in the above-mentioned manner, unless the court dictates otherwise.
6. Hair Styles for Female Officers - All sworn female officers shall conform with the following criteria:

Hair will be clean, neatly arranged and styled consistent with the type of duty performed. Hair will not be worn in any style longer than shoulder length and must not be worn in any style that prevents the proper wearing of a uniform hat or cap. Hair ornaments such as ribbons will not be worn. Pins, combs or barrettes similar in color to the individual's hair color may be worn. Wigs or hairpieces are permitted if they conform to the standards for natural hair.

7. Hair Styles for Male Officers - Hair will be neat, clean, trimmed and present a well groomed appearance. Hair shall not cover the ears and will be trimmed in back and on the sides so that it does not extend over the collar. Hair in front will be groomed so that it does not fall below the band of properly worn headgear. In no case will the bulk or length interfere with the proper wearing of any authorized headgear.

- a. Sideburns - If an officer chooses to wear sideburns, they will be neatly trimmed and tapered. Sideburns may extend to a level consistent with the lower limit of the ear lobe, will be even width (not flared), and with a clean-shaven horizontal line;
 - b. Mustache - Mustaches shall be neatly trimmed at all times and shall not extend beyond the upper lip in any direction and shall not extend below the lip line;
 - c. Beards - The face will be clean shaven other than for the acceptable mustache or sideburns. Beards and goatees, or the like, are prohibited. (Exceptions to this rule may be granted by the Chief of Police for special reasons or purposes);
 - d. Wigs - Wigs or hair pieces may be worn on duty for cosmetic reasons to cover natural baldness or physical disfiguring. When worn, they shall be of good quality, consistent in styling with these Rules and Regulations, and shall not interfere with the wearing of any required headgear.
8. Wearing the Uniform - Uniforms shall be kept neat, clean, and well pressed at all times. Care should be taken not to wear threadbare or faded items. The uniform cap shall be worn out of doors unless otherwise directed by competent authority. While in uniform, officers shall display their badge on the outermost garment over their left breast. The Chief of Police shall periodically issue special orders pertaining to daily or seasonal wearing of uniforms.

I. DEPARTMENTAL PROPERTY AND EQUIPMENT

Equipment issued to officers of the Department shall remain the property of the Department. Officers shall maintain Department property and equipment assigned to them in good condition. Damaged or lost property may subject the responsible individual to reimbursement charges and/or appropriate disciplinary action.

- 1. Authorized Equipment - While on duty, an officer shall carry only such equipment as is issued by the Department and authorized by the Chief of Police.
- 2. Care of Town Buildings - Officers shall not mar, mark or deface any surface in any Town building. No material shall be affixed in any way to any wall in Town buildings without specific authorization from the Chief of Police.
- 3. Damaged, Defective or Inoperative Property and Equipment - Officers shall immediately report to the Shift Commander any loss or damage to Department property or equipment assigned to them. The Shift Commander shall also be notified of any defects or hazardous conditions existing in any Department property or equipment.
- 4. Department Vehicles - A valid Massachusetts driver's license is required of all officers. Officers shall not use Department vehicles without permission of the Shift Commander. Department vehicles shall only be used for official police business.
- 5. Police Facility Security - Officers shall adhere assiduously to all regulations pertaining to the security and proper operation of all police facilities.
- 6. Report of Loss or Damage - In the event that Department property is lost, or found bearing evidence of damage which has not been reported, the last person using the property may be charged with failure to report same and may be held responsible for damages.
- 7. Reporting Accidents - Accidents involving Department vehicles, property, personnel, and/or equipment must be reported in accordance with procedures established by the Chief of Police. The Shift Commander of the operator involved in a motor vehicle accident shall subsequently submit a report to the Chief of Police setting

forth his findings and recommendations relative to the responsibility or negligence on the part of the operator.

8. Responsibility for Vehicle - An officer who is assigned to duty as an operator of a Department vehicle shall be responsible for checking the serviceability of the vehicle assigned to his use. Except when the vehicle is in emergency use, the officer shall inspect the vehicle when it is turned over to him and shall submit a written report to his Shift Commander of any defects, damage or unserviceability of said vehicle. The officer, at the same time, shall also inspect the interior of the vehicle for the presence of any unauthorized articles.
9. Safe Driving of Police Vehicles - The driver of any police vehicle shall operate said vehicle in a reasonable and safe manner, exercising due caution and judgment. He shall operate the police vehicle in compliance with the motor vehicle laws and traffic regulations. When in actual pursuit or in responding to an emergency, he shall strictly adhere to the driving procedures established for the operation of emergency vehicles, and shall act in compliance with MGL C89 S7B.
10. Surrender of Department Property - Officers are required to surrender all Department property in their possession upon separation from the service, or when otherwise ordered.
11. Transporting Citizens - Only authorized police personnel may drive or be transported in Departmental vehicles. Citizens shall be transported in Department vehicles only when necessary to accomplish a proper police purpose. Such transportation shall be in conformance with Department policy or at the direction of the Chief of Police or the Shift Commander.
12. Unattended Police Vehicle - The operator of a Department motor vehicle shall lock the ignition and remove the key when leaving the vehicle unattended and, except in an emergency, he shall also lock the doors of such vehicle when it is unattended.
13. Upkeep of Police Manual - All officers, upon receiving this Manual, are responsible for its maintenance and knowledge of its contents, and they are required to make appropriate changes or inserts as issued by the Chief of Police. The Manual shall be considered Department property and shall be surrendered to the Department upon separation from service.

J. ACCOUNTABILITY AND DISCIPLINE

An effective and responsive system of personal accountability and discipline has for its purpose the maintaining of efficient Department performance and the preserving of Department morale. A clearly defined disciplinary policy, as established by the Chief of Police, enables all Department members to know what is expected of them and to understand that appropriate discipline will be administered when required. Essential fairness and justice are the foundation of the disciplinary process, and it is the personal responsibility of the Chief of Police to ensure that this standard is equitably maintained.

1. Under the provisions of MGL C31, officers and employees may be disciplined for just cause. This would include any misconduct or unsatisfactory behavior which impairs personal or Departmental efficiency or effectiveness.
2. Disciplinary actions which may be imposed, after statutory procedural requirements are observed, are as follows:
 - a. Punishment duty (MGL C31 S62)
 - b. Suspension not exceeding five days (MGL C31 S41)
 - c. Suspension exceeding five days (MGL C31 S41)
 - d. Lowering in rank and compensation (MGL C31 S41)
 - e. Transfer without consent - does not include transfers or assignment changes within the Department (MGL C31 S41)
 - f. Discharge (MGL C31 S41). Statutory provisions provided for review before the

Civil Service Commission (MGL C31 S43) and thereafter before the state courts (MGL C31 S44). Probationary officers having less than one year's service charged with violations of these Rules and Regulations are subject to discharge without right to a hearing or appeal, under the provisions of MGL C31 S34.

A complete record will be made of the facts and circumstances of any disciplinary action taken and will be retained in the personnel record file of the officer or employee involved.

3. Department standards of conduct and performance will be enforced in a uniform and consistent manner, and the disciplinary measures taken will be based upon the seriousness of the charges.
4. When appropriate, the following disciplinary measures may first be considered:
 - a. Oral Reprimand - The Chief of Police or a superior officer may reprimand or admonish for minor infractions of Department regulations or procedures. At the Police Chief's discretion, a record of the same may be entered in an individual's personnel file. Each notation entered in an oral reprimand action shall be deleted from the file at the end of twelve calendar months. However, if new disciplinary action is taken against the officer during the twelve month period, the notation of the oral reprimand becomes a permanent part of the individual's personnel file.
 - b. Written Reprimand - The Chief of Police may issue a written reprimand for infractions of Department regulations or procedures. All letters of reprimand will become a permanent part of the individual's record and will be included in the personnel file of the Department. Written reprimands will be reviewed after two years and may be removed from the permanent record at the discretion of the Chief of Police.
5. The Commanding Officer of any shift may relieve those under his command from duty with pay for the balance of the shift if the Commanding Officer determines that any person under his command is not properly able to carry out his duties. In all such cases, a written report shall be submitted to the Chief concerning such action.
6. Officers will not be subject to unjust, capricious or frivolous complaints and they will be exonerated when investigation determines that they were carrying out their duties in accordance with law or in compliance with Department practices and procedures.

K. COMMENDATIONS AND AWARDS

In keeping with the Department's policy and the philosophy of the Town Government, officers who display actions and performance above that which is normally expected of a police officer in the routine performance of his duties are to be recognized for their accomplishments.

Any meritorious act or action performed by an officer which is considered to be above and beyond the performance of routine duty, shall be reported in writing to the Chief of Police by the immediate superior involved, along with his recommendation. The report shall also be forwarded to the Division Commander under whose jurisdiction the subject officer falls and that Division Commander shall present the report at the next meeting of the Command Staff who will make a joint recommendation to the Chief of Police as to the suggested level of award. The Command Staff's recommendation is to be considered only as an advisory tool to the Chief of Police. The Chief of Police may submit the citation to the Northeast Regional Police Institute for their consideration of an award, based on the Institute's own criteria, for an award to be presented annually at the Police Officer's Memorial Day.

POLICE ACHIEVEMENT AWARDS (listed in ascending order)

1. LETTER OF COMMENDATION - Written on the standard Police Department letterhead, signed by the Chief of Police, this letter will contain in its body an outline of the citation and the reasons for the award. Letters of commendation are to be read at roll call, a copy placed on the bulletin board and a copy placed in the officer's personnel file.
2. MERITORIOUS DAY OFF - Used in conjunction with any award, the Chief may award a meritorious day off if he deems the actions taken by the officer warrant further recognition and award.
3. MEDAL OF ACHIEVEMENT - The Chief may award any one of the following medals of achievement for actions falling into the below listed categories. He may choose to have the Command Staff review the matter and make a joint recommendation to him.

AWARD MEDALS LISTED IN ASCENDING ORDER

- a. MERITORIOUS SERVICE MEDAL - A highly unusual accomplishment under adverse conditions with some degree of hazard to life and limb, or where death or injury to a third party is prevented. It also may be awarded for an act performed in the line of duty, which through disregard for personal safety or prompt and alert action, results in saving a life.
- b. GALLANTRY MEDAL - An act of distinguished bravery in the arrest of a person, against resistance, who is a major threat to the welfare of the community and/or the officer.
- c. MEDAL OF HONOR - An outstanding act in the line of duty at imminent personal hazard of life, with full knowledge of the risk involved.

The above three medals are authorized to be worn on any police uniform above the officer's name plate over the right breast pocket.

- d. CIVILIAN SERVICE COMMENDATION - In addition to the above the Chief may issue a certificate of appreciation to any civilian who has rendered assistance to the Department or any of its members in apprehending a criminal or aiding those in danger.

George W. Robinson
Chief of Police

Acknowledged:

Police Officer

PROFESSIONAL STANDARDS OF CONDUCT POLICY INCLUDING ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICY

I. PURPOSE AND SCOPE

The purpose of this policy is to define a Code of Conduct for Town employees, including the Town's Anti-Harassment and Anti-Discrimination Policy. This policy applies to all Town employees.

II. GENERAL POLICY REGARDING HARASSMENT IN THE WORKPLACE

It is the policy of the Town of Acton to maintain a work place that is free of all forms of harassment. Harassment includes behavior that is personally offensive, lowers morale and interferes with work effectiveness. It also undermines the integrity of the employment relationship and will not be tolerated, and may be subject to corrective action up to and including termination. Moreover, as a part of the overall nondiscrimination policy, as stipulated by State and Federal law, the Town of Acton prohibits all forms of harassment.

Harassment is a form of employment discrimination that violates state and Federal law. Harassment is unwelcome conduct that is based on race, color, religion, religious creed, sex (including pregnancy), sexual orientation, national origin, ancestry, age (40 or older), disability, genetic information, military service or any other category protected under applicable federal, state or local law. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of illegality. To be unlawful, the conduct must create a work environment that would be intimidating, hostile, or offensive to reasonable people.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Harassment can occur in a variety of circumstances, including, but not limited to, the following:

- The harasser can be the victim's supervisor, a supervisor in another area, an agent of the employer, a co-worker, or a non-employee.
- The victim does not have to be the person harassed, but can be anyone affected by the offensive conduct.
- Unlawful harassment may occur without economic injury to, or discharge of, the victim.

Unwelcome harassing conduct will not be tolerated. Employees are encouraged to inform the harasser directly that the conduct is unwelcome and must stop. Employees should also report harassment to the Director of Human Resources to prevent its escalation. Please see the Complaint Procedure, below, for specifics.

III. CODE OF CONDUCT

Employees are expected to conduct themselves in their dealings with internal and external customers in a manner that will enhance respect for, and confidence in, the employee and the Town. Employees must not only perform their duties with integrity, but must avoid conduct which gives a reasonable basis for creating the impression of acting otherwise. In addition, it is expected that visitors of all Town facilities will comply with the “Visitors – Code of Conduct” policy which is attached to this policy (attachment A).

IV. SEXUAL HARASSMENT

It is unlawful to harass a person (an applicant or employee) because of that person’s sex. Harassment can include “sexual harassment” or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person’s sex. For example, it is illegal to harass a woman by making offensive comments about women in general.

Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.

Although the law doesn’t prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

As defined by federal law, “sexual harassment” means any unwelcome sexual advances or requests for sexual favors or any other verbal or physical conduct of a sexual nature where:

- 1) submission to such advances, requests or conduct is made either implicitly or explicitly a term or condition of an individual's employment;
- 2) submission to or rejection of such advances, requests or conduct by an individual is used as the basis for employment decisions affecting the individual; or
- 3) such advances, requests or conduct have the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment includes any type of sexually-oriented conduct, whether intentional or not, that is unwelcome and has the purpose or effect of creating a work environment that is hostile or offensive,

interferes with work effectiveness or is coercive to a reasonable woman or man, as the case may be. The following are examples of conduct that, depending upon the circumstances, may constitute sexual harassment: (a) unwelcome and unwanted sexual jokes, language, epithets, advances or propositions; (b) written or oral abuse of a sexual nature, sexually degrading or vulgar words to describe an individual; (c) the display of sexually suggestive objects, pictures, posters or cartoons; (d) unwelcome and unwanted comments about an individual's body, sexual prowess or sexual deficiencies; (e) asking questions about sexual conduct; (f) unwelcome touching, leering, whistling, brushing against the body, or suggestive, insulting or obscene comments or gestures; and (g) demanding sexual favors in exchange for favorable reviews, assignments, promotions or continued employment, or promises of the same.

V. COMPLAINTS

The Town is committed to maintaining a productive work environment free from discrimination, including harassment. It will not tolerate harassment of employees by anyone, including members of the public. Harassment will not be tolerated in Town buildings, on Town property or in other settings in which employees may find themselves in connection with their employment.

Retaliation against employees for reporting or complaining of discrimination, harassment or sexual harassment (or for supporting an employee in making such a report or complaint, or for cooperating in the investigation of a report or complaint) is unlawful and will not be tolerated.

It is the responsibility of all employees of the Town to ensure that we work in an environment that is free from discrimination and harassment. If you are concerned about something, you may talk about it with any of your supervisors or with the Director of Human Resources. If, after discussion of the behavior in question, either party believes that this Policy may have been violated, then that party must proceed with the Complaint Procedure outlined in this section.

Complaint Procedure

To file a complaint or report an incident of discrimination, harassment, sexual harassment, or retaliation, please contact the Director of Human Resources. If that is difficult in the circumstances, you may talk with the Town Manager. An investigation of all complaints will be undertaken immediately, and corrective action will be taken when warranted. No person will be subject to any form of retaliation for filing a complaint or cooperating in its investigation. Information will be handled with the highest degree of confidentiality possible under the circumstances and with due regard for the rights and wishes of all parties. To the extent that the Town is permitted to do so by law, the Town will inform the person filing the Complaint regarding resolution of the Complaint once the investigation is completed.

After an investigation, any employee who is found by the Town of Acton, depending upon the circumstances of the situation, to have harassed another in the workplace will be subject to appropriate discipline up to and including termination.

In addition, if any employee believes that he or she has been subjected to discrimination, harassment, sexual harassment or retaliation in violation of law, he or she also may file a formal complaint with the appropriate federal or state government agencies, including the United States Equal Employment Opportunity Commission (EEOC) (800-669-4000) and the Massachusetts

Commission Against Discrimination (MCAD) (617-994-6000). The contact information for those offices is provided below:

Massachusetts Commission
Against Discrimination
One Ashburton Place
Sixth Floor, Room 601
Boston, MA 02108
Phone: 617-994-6000
TTY: 617-994-6196

Equal Employment Opportunity Commission
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
1-800-669-4000
617-565-3196 - FAX
1-800-669-6820 - TTY

VI. BULLYING

Bullying will not be tolerated in the workplace. Bullying cuts across boundaries of status group membership. It must be distinguished from illegal varieties of harassment. Bullying may happen when harassment is same-gender or same-race or when the bully enjoys potential legal protection because he or she is a member of a status-protected group.

Bullies can be cruelly innovative. They often vary their tactics hour to hour, day to day. Bullying includes, but is not limited to, verbal abuse (i.e. shouting, swearing, name calling, malicious sarcasm, threats to safety), behaviors/actions (i.e. public or private that are threatening, intimidating, humiliating, hostile, offensive, inappropriately cruel), abuse of authority (i.e. undeserved evaluations, denial of advancement, stealing credit, tarnished reputation, arbitrary instructions, unsafe assignments), interference with work performance (i.e. sabotage, undermining, ensuring failure) or destruction of workplace relationships (i.e. among co-workers, bosses, or customers).

VII. WORKPLACE VIOLENCE

Violence in the workplace will not be tolerated. For purposes of this policy, workplace violence is any behavior which is intended (or which a reasonable person may perceive is intended) to abuse or injure a person or damage or destroy property in the workplace including, but not limited to bullying, threats, physical, verbal, written or visual attack, or property damage. The following definitions are incorporated to assist employees to more fully understand the nature of the behavior prohibited by this policy. However, workplace violent behavior is not limited to only these descriptions:

A threat – expression of intent to cause physical or mental harm regardless of whether the person communicating the threat has the present ability to carry out the threat, and regardless of whether the threat is contingent, conditional or future;

Physical attack – intentional hostile physical contact with another person or an object such as hitting, fighting, pushing, shoving, or throwing;

Verbal attack – intentional hostile communication (including recorded messages) with another person such as abusive outbursts, verbal tirades intended to offend, offensive comments, or use of obscene or threatening language;

Written attack – the use of printed, electronic or social media, including notes, letters, drawings, pictures, or computerized mail, to threaten, abuse, ridicule, or harass people or to threaten property;

Visual attack – the use of bodily gestures that are threatening, obscene, or abusive;

Property damage – intentional damage (as a reasonable person may presume by the nature of the damage) to property which includes property owned by the Town, employees or others.

VIII. SAFETY-RELATED SEARCHES

For legitimate safety purposes when there is a credible threat of workplace violence, the Town reserves the right to search the possessions of employees, vendors, contractors, and subcontractors upon entering or leaving Town property, and at any time while on Town property without prior announcement. At such times, all vehicles, briefcases, purses, portfolios, lunch boxes, toolboxes, and other articles and containers may be subject to inspection. Employees refusing to submit or interfering with such searches may be subject to disciplinary action, up to and including termination.

IX. EMPLOYEE TRAINING

The department/division manager, or his/her designee, will orient all new employees to this policy and departmental/divisional procedures regarding reporting incidents of violence or retaliation, what to do if the employee is threatened and/or if an incident of violence actually takes place, and dealing with the after effects of an act of violence or retaliation.

X. EMPLOYEE ASSISTANCE PROGRAM

An Employee Assistance Program is available to all employees of the Town. Should an employee become the victim of an incident of workplace violence, the department/division manager should make sure the employee is aware of services available through the Employee Assistance Program (EAP) and may offer additional referral services to assist the employee and/or affected work group in coping with any effects of the incident.

Should it be determined in the investigation of a reported incident that an employee did commit a violent act, the employee shall at a minimum be referred to the EAP by the department/division manager. In these cases, failure by the employee to keep an initial appointment with the EAP shall result in disciplinary action.

XI. ACKNOWLEDGMENT

Massachusetts Fair Employment Practices Act, Chapter 151B requires employers to provide all employees an individual written copy of the policy against sexual harassment annually. It also requires that new employees be provided with a copy at the beginning of employment. The attached acknowledgment form is provided to ensure compliance.

TOWN OF ACTON

ACKNOWLEDGMENT FORM

(Please complete and return to Human Resources)

This is to certify that I have been provided an individual copy of the Town of Acton's Professional Standards of Conduct Policy Including Anti-Harassment and Anti-Discrimination Policy (which includes the Sexual Harassment Policy).

Employee Name (Please print)

Signature

Date



Office of the Town Manager

TOWN OF ACTON

472 Main Street
Acton, Massachusetts 01720
(978) 929-6611
www.actonma.gov
manager@actonma.gov

Electronic Systems and Equipment Acceptable Use Policy Acknowledgment

I have received and agree to abide by the above policy. I understand and agree that:

- 1) All electronic communication systems including e-mail and Internet as well as all information or attachments transmitted, received or stored in these systems, are the property of the Town of Acton;
- 2) Such systems are to be used solely for job-related and not for personal purposes;
- 3) I have no expectation of privacy in connection with the use of this equipment or the transmission, receipt, or information stored in such equipment;
- 4) I will not use a code, access a file, or retrieve any stored communication unless authorized;
- 5) The Town of Acton may access or monitor my use of this equipment or systems at any time at its discretion. Such monitoring may include printing and reading all e-mail, attachments, downloaded files and web sites visited or information or data entering, leaving, or stored in these systems.

Employee Signature: _____

Name (Please Print): _____

Date: _____



Town of Acton

Telephone: (978) 929-6611

Fax: (978) 929-6350

Town Manager's Office
John S. Mangiaratti, Town Manager

ELECTRONIC SYSTEMS AND EQUIPMENT: **ACCEPTABLE USE POLICY**

Electronic mail, Internet access, voice mail, and other electronic hardware, software, media, and equipment such as computers, hand-held devices, mobile phones, and pagers (collectively, "Electronic Systems and Equipment") are business tools that are provided by the Town of Acton to various employees and members of official boards and committees to facilitate timely and efficient conduct of Town business. To help ensure that these tools are used appropriately, the Town of Acton has developed the following acceptable use policy. This policy addresses access, use, retention, monitoring and disclosure of electronic mail, Internet and voice mail messages and material created, sent or received by the Town of Acton employees, officials and volunteers using the Town's Electronic Systems and Equipment. The Town of Acton intends to honor the policies set forth below, but reserves the right to change them at any time as may be required to do so under the circumstances.

- (1) **Purpose.** The Town of Acton maintains Electronic Systems and Equipment to assist employees and members of official boards and committees in the conduct of official Town business and such Electronic Systems and Equipment are intended for official Town business use only.
- (2) **Relation to Other Policies.** This policy is intended to be consistent with other Town of Acton policies, including the Town's Sexual Harassment Policy, Affirmative Action Policy Statement, and other policies, including but not limited to those of other units or departments of the Town. Employees, officials and volunteers are to use the Town's electronic mail, Internet and voicemail systems in a manner that is consistent with these other policies.
- (3) **Acceptable Use.** The use of the Town's Electronic Systems and Equipment is reserved solely for the conduct of official Town business. Employees and members of official boards and committees are not permitted to use the Town's Electronic Systems and Equipment for personal or private messages. The electronic mail system will identify users as Town officials. Thus, Town employees and members are only authorized to transmit electronic mail messages that are consistent with Town policy. Attempts to present as Town policy that which has not been designated as such will not be tolerated. Similarly, users of the Town systems are prohibited from failing to identify themselves or falsely identifying themselves as another while using the Town's systems.
- (4) **Town Property.** The Town's Electronic Systems and Equipment are owned by, licensed to, or otherwise subscribed to by the Town. All messages and attachments composed, sent or received on any of the Town's Electronic Systems and Equipment

are, and remain, the property of the Town of Acton. They are not the private property of any employee, official or volunteer, and should not be considered private or personal possessions.

- (5) **Pass Codes.** Town employees and officials must not use a pass code, access a file, or retrieve any stored communications, other than where authorized. All pass codes are the property of the Town of Acton. Employees may not use a pass code that has not been disclosed to the Director of the Town's Information Technology Department.
- (6) **Non-Removal.** Town employees, officials and volunteers must not remove from Town premises any hardware, software, files or data without prior management authorization.
- (7) **Downloading.** For downloading documents from the Internet, the Town requires that such documents be job-related and constitute a reasonable use of the Town's resources. Executable programs or files must not be downloaded, or imported from any media, (magnetic, optical, electronic or otherwise) without prior management authorization.
- (8) **Offensive or Harassing Use Prohibited.** The Town's Electronic Systems and Equipment must not be used to download, create, communicate, or disseminate any harmful, offensive or disruptive content or messages. Among those which are considered offensive, are content or messages which contain sexual or profane images, references or content; racial or ethnic slurs; or other contents or materials that offensively address someone's age, sex, sexual orientation, religion, national origin, ancestry or disability. In addition, the Electronic Systems and Equipment must not be used to download, create, communicate or disseminate other improper content or messages, such as, messages or materials that are defamatory, derogatory, obscene or otherwise inappropriate to the Town's work place. The Town's Electronic Systems and Equipment must not be used to commit any crime or to send, receive or display any obscene electronic image or message with the intent to annoy, abuse, threaten, or harass another person.
- (9) **No Sexually Explicit Sites.** The Town's Electronic Systems and Equipment must not be used to visit sexually explicit or otherwise offensive or inappropriate Web sites, or to create, send, receive, display, download or print offensive material, pornographic or sexually explicit images or pictures, or any other materials which would be offensive to a reasonable person in the context of the Town's work place environment.
- (10) **No On-Line Gambling, Game Playing, Personal Purchases, or Chat Site or Bulletin Board Participation.** The Town's Electronic Systems and Equipment must not be used for on-line or off-line gambling, for playing computer or other games, for making purchases not related to Town business, or for participation in any so-called "chat" site, "chat room", or bulletin board, "blogging," or message posting location.

- (11) **Solicitation Prohibited.** The Town's Electronic Systems and Equipment may not be used to solicit or proselytize for outside, personal or commercial ventures, religious or political causes, outside organizations, fundraising or other solicitations that are not job-related or to assist others in doing so.
- (12) **No Chain Letters or Spam.** Town employees, officials and volunteers must not initiate, send or forward "chain letter" electronic mail messages or engage in "spam" activities, including for purposes prohibited in items (10) and (11) above.
- (13) **Viruses.** Town employees, officials and volunteers may not use the Town's Electronic Systems and Equipment to develop, download, create, communicate, send or disseminate any computer virus or otherwise destructive program or material.
- (14) **Copyrighted Material and Trade Secrets.** The Town's Electronic Systems and Equipment must not be used to send (upload) or receive (download) copyrighted materials, trade secrets, proprietary financial information, or similar materials without prior management authorization.
- (15) **Town Right to Monitor.** The Town of Acton reserves and intends to exercise the right to monitor, review, audit, intercept, retrieve, access use and/or disclose all information created, received, sent, stored, communicated, disseminated, uploaded, and downloaded on, over, to or from the Town's Electronic Systems and Equipment, including without limitation content, messages, material and attachments created, received or sent, web sites visited, and files downloaded. Authorized representatives of the Town may - and will - monitor the use of its systems in management's sole discretion, in the ordinary course of its business, at any time, with or without notice to any employee, official or volunteer and may bypass any pass code or other device designed to restrict access. Such monitoring is capable of tracking and recording electronic mail messages sent and received as well as Internet web sites visited by employees, officials and others using the Town's Electronic Systems and Equipment.
- (16) **Blocking Internet Sites.** Links to Internet web pages that are inconsistent with or irrelevant to Town business may be removed by the Director of Information Technology without notice. The Town of Acton has access to systems that can identify sexually explicit or otherwise inappropriate Internet sites and may prevent employees, officials and others from accessing such sites through the Town's Electronic Systems and Equipment.
- (17) **Confidentiality.** The confidentiality of any message or material should not be assumed. Even when a message or material is erased, it may still be possible to retrieve and read that message, content or material. Further, the use of passwords for security does not guarantee confidentiality. Except as set forth in section 15 above, any electronic mail or Internet messages or material, such messages or material should be treated as confidential by other employees and accessed only by the intended recipient. Employees are responsible for maintaining the confidentiality of material on the systems. Certain departments such as the Town's Police Department, Human Resources or the Public Health Nursing Services may

have additional confidentiality obligations regarding records, for which additional policies will be implemented. Without prior management authorization, employees and officials are not permitted to retrieve or read electronic mail messages that are not sent to them; with prior management authorization, the contents of such electronic mail, Internet or voice mail messages or materials may, however, be disclosed to others.

- (18) **Attorney-Client Privilege.** Confidential communications between public entities (such as the town) and its attorneys undertaken for the purpose of seeking or furnishing legal advice are privileged. In July 2007, the Supreme Judicial Court, recognizing that governmental officials must be able to obtain quality legal advice essential to the faithful discharge of their duties, that public entities should not be unfairly disadvantaged vis-a-vis private parties with whom they transact business, and that the public has a strong interest in the fair and effective administration of justice, held that the attorney-client privilege applies to public entities. Legal advice provided to public entities by their attorneys is privileged, even where the advice is contained in a document or record and the public entity is subject to the public records law. The attorney-client privilege protects confidential communications but the privilege may be lost if the parties do not maintain the confidentiality of the communication. As a result, any employee, official or board member authorized by management to communicate with Town counsel for purposes of asking for or receiving legal advice in connection with Town business, and any employee, official or board member present at an executive session or other conference where such privileged information is discussed, must maintain the confidentiality of the privileged communication and take reasonable and appropriate steps to assure that the privileged communication is not inadvertently disclosed. This includes all such communications sent to, received on, or stored by the Town's Electronic Systems and Equipment. Although not dispositive, the employee, official or board member communicating with Town counsel using the Town's Electronic Systems and Equipment should take reasonable steps to label an e-mail or other communication seeking legal advice as "confidential attorney-client communication" or with similar wording and to store privileged communications to or from Town counsel in a clearly identifiable way. All such privileged communications with Town counsel belong to the Town; the privilege may not be waived without the express consent of management; however, the privilege may be waived and the information disclosed with the express consent of management.
- (19) **Remote Access.** To the extent any Town employee, official or volunteer is permitted by the Town to utilize the Town's Electronic Systems and Equipment through remote access, terminals or connectivity provided by the Town, such person's remote use shall conform to the terms of this policy.
- (20) **Electronic mail as Public Records.** All information created, received, sent, stored, communicated, disseminated, uploaded, and downloaded on, over, to or from the Town's Electronic Systems and Equipment, including without limitation electronic

mail created or received by a Town employee, official or volunteer, may be a public record subject to the requirements of the state Public Records law (G.L. c. 66, § 10, and G.L. c. 4, § 7, cl. 26). Any such public records must be made available for public inspection in the same manner as hard-copy documents. The Secretary of the Commonwealth has declared that electronic mail messages are subject to public access through the Public Records Law, and that a determination as to whether an electronic mail message is exempt from disclosure depends on the contents of the message. In addition to the attorney-client privilege established by the Supreme Judicial Court, there are sixteen narrowly construed exemptions to the broad definition of public records. All electronic mail systems in use must be capable of displaying and preserving the contextual data (metadata) associated with the electronic mail message to ensure the capture and preservation of a complete record. Please consult Mark Hald, Assistant Town Manager and Information Technology Director, with any questions about public records definitions, exemptions or disclosures.

- (21) **Open Meeting Law.** Use of the Town's Electronic Systems and Equipment to circumvent the Open Meeting Law is prohibited. Use of telephone or electronic means of communication to discuss and deliberate among a quorum of a Town board or committee concerning any public business or public policy matter over which the board or committee has supervision, control, jurisdiction or advisory power (for example, a teleconference or a meeting conducted by means of serial electronic mail messages) violates the Open Meeting Law when the public is deprived of the opportunity to attend and monitor the electronic "meeting." Since private, serial discussions of public business involving a quorum of members of a board or committee may violate the Open Meeting Law regardless of the knowledge or intent of the person initiating the communication, board and committee members must be extremely cautious about communicating via electronic mail on an individual basis because private, serial electronic conversations may reach a quorum of members. Routine administrative matters (for example, questions concerning meeting cancellations, scheduling, and requests to put items on the agenda, so long as no substantive discussion occurs) may be communicated through the Town telephone and electronic mail systems.
- (22) **Electronic Mail Retention and Deletion.** Electronic mail and other electronic documents must be managed as a part of the department's records and are subject to the same records management principles as all other records of the Town. Records retention schedules issued by the Supervisor of Public Records for local governments must be implemented and adhered to for electronic mail as well as for analogous paper records. Electronic mail messages must be preserved or disposed of in the same manner called for by the schedule. Management of records must be based upon the

content and function of the records. The value and treatment of each electronic mail message must be determined individually and records retention schedules applied accordingly. Departments must assist the Director of Information Technology in implementing procedures that lead to the expungement of deleted electronic mail files and for the retention and disposition of system back-ups in a manner that is consistent with the established records retention schedules. Electronic mail records having informational or operational value or a retention period of greater than three months should be saved to the department's electronic record-keeping system or printed out and saved in the paper-based record-keeping system in accordance with the department's regular business procedures. Departments should implement procedures that control distribution of multiple copies of electronic mail to ensure the security and integrity of the record and that unneeded copies of the record are destroyed when the retention period for the electronic mail record expires.

- (23) **Litigation and Electronic Discovery.** In the event litigation is brought against the Town or any of its boards, committees, employees or officials, there are federal and state court electronic discovery rules that override the policies of the Supervisor of Public Records and/or the Town with respect to electronic documents retention and deletion. If a Town employee or official is aware of any such litigation, the employee or official should immediately refrain from implementing any procedures that lead to the deletion or expungement of electronic documents concerning the subject matter at issue in the litigation pending further specific instructions from management and Town counsel. If a "litigation hold" is issued by the Town Manager on the advice of Town counsel, all affected employees, officials, boards and committees shall abide by the terms of the litigation hold. Any questions concerning litigation should be directed to the Town Manager.
- (24) **Disciplinary Action.** A violation of this policy or any attempt to bypass or to circumvent this policy may result in disciplinary action ranging from a verbal warning or revoking system access or privileges up to discharge or removal from employment or other official position with the Town. Internet privileges may be revoked or suspended during any investigation of a policy violation.
- (25) **Contact Person.** Employees who need help understanding this policy, who would like copies or explanation of this or other policies or guidance referred to herein, or who discover a violation of this policy should notify Marianne Fleckner, Human Resources Director, Tel. (978) 929-6613.
- (26) **Acceptance of Policy.** Any Town employee, official or volunteer, who utilizes any of the Town's Electronic Systems and Equipment, expressly consents to the terms of this policy by virtue of such use.
- (27) **User Sign-off.** It is the policy of the Town of Acton that all users of the Town's systems will indicate their agreement and acceptance of this policy by signing off on a hard copy acknowledgement.
- (28) **Management.** For purposes of this policy, the term management shall include the Board of Selectmen, the Town Manager, and their duly authorized representatives.



Office of the Town Manager

TOWN OF ACTON

472 Main Street
Acton, Massachusetts 01720
(978) 929-6611
www.actonma.gov
manager@actonma.gov

Electronic Systems and Equipment Acceptable Use Policy Acknowledgment

I have received and agree to abide by the above policy. I understand and agree that:

- 1) All electronic communication systems including e-mail and Internet as well as all information or attachments transmitted, received or stored in these systems, are the property of the Town of Acton;
- 2) Such systems are to be used solely for job-related and not for personal purposes;
- 3) I have no expectation of privacy in connection with the use of this equipment or the transmission, receipt, or information stored in such equipment;
- 4) I will not use a code, access a file, or retrieve any stored communication unless authorized;
- 5) The Town of Acton may access or monitor my use of this equipment or systems at any time at its discretion. Such monitoring may include printing and reading all e-mail, attachments, downloaded files and web sites visited or information or data entering, leaving, or stored in these systems.

Employee Signature: _____

Name (Please Print): Michael S. Endero

Date: 08.26.2020



Certificate of Completion

Conflict of Interest Law

MICHAEL ERACIO

DETECTIVE

FAMILY SERVICES

ACTON POLICE DEPARTMENT

**has completed the Conflict of Interest Law
online training program on**

1/2/2019



**Print
Certificate**

Return to Data Form

ACKNOWLEDGMENT OF RECEIPT

I, Michael Eracleo, an employee at Acton Police,
(first and last name) (name of municipal dept.)

hereby acknowledge that I received a copy of the summary of the conflict of interest law
for municipal employees, revised November 14, 2016, on Jan 2, 2019.
(date)

Municipal employees should complete the acknowledgment of receipt and return it to the individual who provided them with a copy of the summary. Alternatively, municipal employees may send an email acknowledging receipt of the summary to the individual who provided them with a copy of it.



From: [REDACTED]

He's welcome to call me

12/27/2019 11:10:54 AM(UTC-5)

Source Extraction
File System
Source Info
Samsung GSM, SM-G960U Galaxy
S9 zip\data\data.com.google.android.gms/databases/king_mmsms.db-journal, 0x05EC
(Table: mmsms, Size: 275480 bytes)



From: [REDACTED]

Is there something else you want me to do?

12/27/2019 11:11:10 AM(UTC-5)

Source Extraction
File System
Source Info
Samsung GSM, SM-G960U Galaxy
S9 zip\data\data.com.google.android.gms/databases/king_mmsms.db-journal, 0x05EC (Table: mmsms, Size: 275480 bytes)



To: [REDACTED]

is that a trick question

Participant	Delivered	Read	Played
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[REDACTED]			
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12/27/2019 11:11:36 AM(UTC-5)

Source Extraction
File System
Source Info
Samsung GSM, SM-G960U Galaxy
S9 zip\data\data.com.google.android.gms/databases/king_mmsms.db-journal, 0x05EC
(Table: mmsms, Size: 275480 bytes)



To: [REDACTED]

I may have to switch tones to answer that

Participant	Delivered	Read	Played
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[REDACTED]			
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12/27/2019 11:11:47 AM(UTC-5)

Source Extraction
File System
Source Info
Samsung GSM, SM-G960U Galaxy
S9 zip\data\data.com.google.android.gms/databases/king_mmsms.db-journal, 0x043C (Table: mmsms, Size: 275480 bytes)



From: [REDACTED]

You're amazing

1/8/2020 4:07:02 PM(UTC-5)

Source Extraction
File System
Source Info:
Samsung GSM, SM-G960U Galaxy
S9.zip\data\data\com.google.android.gms\databases\cing_mmsms.db-journal (0x1B116)
(Table: mmsms, Size: 275480 bytes)



To: [REDACTED]

not affa work dinner amazing but in workin on it

Participant	Delivered	Read	Played
[REDACTED]			

1/8/2020 4:08:31 PM(UTC-5)

Source Extraction
File System
Source Info:
Samsung GSM, SM-G960U Galaxy
S9.zip\data\data\com.google.android.gms\databases\cing_mmsms.db-journal (0x1B0A0) (Table:
mmsms, Size: 275480 bytes)



24/7 amazing my man

1/8/2020 4:11:04 PM(UTC-5)

Source Extraction
File System
Source Info:
Samsung GSM, SM-G960U Galaxy
S9.zip\data\data\com.google.android.gms\databases\cing_mmsms.db-journal (0x1AC36)
(Table: mmsms, Size: 275480 bytes)



To: [REDACTED]

blushing. love youn

Participant	Delivered	Read	Played
[REDACTED]			

1/8/2020 4:11:24 PM(UTC-5)

Source Extraction
File System
Source Info:
Samsung GSM, SM-G960U Galaxy
S9.zip\data\data\com.google.android.gms\databases\cing_mmsms.db-journal (0x1A02E)
(Table: mmsms, Size: 275480 bytes)



From: [REDACTED]

I don't need to follow up with addie progen?

1/16/2020 10:27:30 AM(UTC-5)

Source Extraction
File System
Source Info:
Samsung GSM: SM-G960U Galaxy
S9 zip\data\data\com.google.android.gms\databases\icing_mmsms.db-journal: 0x26A35 (Table: mmsms; Size: 275480 bytes)



To: [REDACTED]

no, i actually just texted her daughter.

Participated

Delivered

Read

Played

1/16/2020 10:27:46 AM(UTC-5)

Source Extraction
File System
Source Info:
Samsung GSM: SM-G960U Galaxy
S9 zip\data\data\com.google.android.gms\databases\icing_mmsms.db-journal: 0x269C0 (Table: mmsms; Size: 275460 bytes)



From: [REDACTED]

Ok cool thnx

1/16/2020 10:27:58 AM(UTC-5)

Source Extraction
File System
Source Info:
Samsung GSM: SM-G960U Galaxy
S9 zip\data\data\com.google.android.gms\databases\icing_mmsms.db-journal: 0x78906 (Table: mmsms; Size: 275460 bytes)



To: [REDACTED]

feel like we've drifted apart,
as like i dont know where to start.
i feel warm an cozy when you're near,
so saddened when you're not here.

Participated

Delivered

Read

Played

1/16/2020 10:28:55 AM(UTC-5)

Source Extraction
File System
Source Info:
Samsung GSM: SM-G960U Galaxy S9 zip\data\data\com.google.android.gms\databases\icing_mmsms.db-journal: 0x260B6 (Table: mmsms; Size: 275450 bytes)